

Child & Forced Labour Policy

Objective & Purpose of Policy

The fundamental of AGEL 'No Child or Forced Labour policy' is based on the Company's commitment to find practical, meaningful, and culturally appropriate responses to support the elimination of such labour practices. It thus endorses the need for appropriate initiatives to progressively eliminate these abuses.

Policy

AGEL does not employ any person below the age of eighteen years. AGEL prohibits the use of forced labour at all its offices, contractors & sub-contractors across all the project sites. No employee is made to work against his/her will or work as bonded/forced labour, or subject to corporal punishment or coercion of any type related to work.

Implementation

This policy is publicly available throughout the Company and clearly communicated to all employees in a way it can be understood through induction programs, policy manuals and intranet portals.

The implementation of the policy is the responsibility of the Unit's HR Department. Employment contracts and other records, documenting all relevant details of the employees, including age, are maintained at all units and are open to verification by any authorized personnel or relevant statutory body.

AGEL will ensure that there is no child/ forced labour engaged in any of the business activities developed and/or acquired by them. These checks can be carried out through physical verification and community interaction.

In case any child labour is encountered during such checks, AGEL shall bring it to the notice of the borrower and ensure compliance with the laws of land.

Monitoring & Audit

Corporate Internal Audit undertakes audit and assessment annually. Corporate Human Resources undertakes random checks of records annually.