



Policy on prevention of Child Labour

As a responsible corporate citizen & law abiding organization, SIGMA ELECTRIC MFG CO PVT LTD does not indulge into engaging child labour. All measures to prevent child labour shall be implemented taking into account the best interests of the child. No children below the age of 14 shall be employed in factories of SIGMA or producing for SIGMA. The Company must have sufficient management systems in place to ensure no children are employed.

The SIGMA's supplier shall not make use of child labour and take the appropriate measures to ensure that no child labour occurs at their own place of production or operations or at their sub-contractors' place(s) of production or operations. The use of child labour is not acceptable and SIGMA will not work with suppliers who use child labour in any of their facilities, or who do not have efficient systems in place to ensure that child labour cannot occur on the production premises.

SIGMA's & its supplier shall abide by the United Nations Convention on the Rights of the Child (1989), and comply with all relevant national and international laws, regulations and provisions applicable in their country of production or operations.

SIGMA's & its supplier / Contractor should certifies that it does not currently employ, and will not in the future employ, directly or indirectly, or through any subcontractor, any child to perform work for SIGMA in any of its operations or activities in violation of relevant laws and regulations.

SIGMA ELECTRIC MFG CO PVT LTD and its supplier shall obtain documentation to legally prove the date of birth for all their workers. SIGMA's supplier is obliged to keep SIGMA informed at all times about all places of production or operations, including their sub-contractors where production or operations for SIGMA ELECTRIC MFG CO PVT LTD takes place.

If child labour is found in any place of production or operations, SIGMA will require the supplier to implement immediately a corrective and preventive action plan. The action plan shall take the child's best interests into consideration, i.e. family and social situation and level of education. Care shall be taken not merely to move child labour from one supplier's workplace to another, but to enable more viable and sustainable alternatives for the children.

The above policy will come into force with immediate effect and will be reviewed annually or as applicable due to legal provisions.

The above policy has been approved by senior management council (SMC).