

Human Resources		
Policy on Abolition and Remediation of Child Labour		
Policy No.	Version No.	Effective date.
COHANCE/HR/116	01	01.09.2025

1. Objective

- 1.1 Cohance Lifesciences Limited is committed to protecting children by strictly prohibiting child labour within the organization and among its suppliers and contractors. In alignment with article 24, we do not employ individuals below the age of fourteen, and we ensure that no person under the age of eighteen is engaged in any capacity.
- 1.2 All employee records, whether permanent or contractual, are thoroughly verified to confirm age and date of birth. If any instance of child labour is identified, appropriate corrective actions will be taken immediately to address and resolve the issue.

2. Applicability

This policy applies to all personnel employed by Cohance Lifesciences Limited., as well as suppliers, contractors, engaged by Cohance Lifesciences Limited.

3. Definitions

- 3.1 Child: Any person less than 15 years of age, unless the minimum age for work or mandatory schooling is stipulated as being higher by local law, in which case the stipulated higher age applies in that locality.
- 3.2 Child Labour: any work performed by a child younger than the age(s) specified in the above definition of a child, except as provided for by ILO recommendation 146.
- 3.3 Remediation of children: All support and actions necessary to ensure the safety, health, education, and development of children who have been subjected to child labour, as defined above, and have been subsequently dismissed.
- 3.4 Young Worker: Any worker over the age of a child as defined above and under the age of 18, as defined above.

4. Requirements

- 4.1 The Organization shall establish, document, maintain and effectively communicate to Personnel and other interested parties, policies and written procedures for remediation of children found to be working in situations which fit the definition of child labour above and shall provide adequate financial and other support to enable such children to attend and remain in school until no longer a child as defined above.
- 4.2 Conduct Risk Assessment and verify the controls against all risks. Establish action plan for high risks if not addressed.
- 4.3 The organisation may employ young workers, but where such young workers are subject to compulsory education laws, they shall work only outside of school hours.

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Sr. Manager – HR	Vice President – HR	CHRO

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4.4 Under no circumstances shall any young worker's school, work and transportation time exceed a combined total of 10 hours per day, and in no case shall young workers work more than 8 hours a day. Young workers may not work during night hours.

4.5 The organisation shall not expose children or young workers to any situations – in or outside of the workplace - that are hazardous or unsafe to their physical and mental health and development.

5. Policy

5.1 The policy is communicated to all Employees of Cohance Lifesciences Limited, suppliers, contractors and other relevant stake holders, as identified from time to time.

5.2 Policy against Child Labour / Young Workers: We, at Cohance Lifesciences Limited, do not engage any Child Labour / Young Worker, who is less than 18 years of age in our organizations for any of the activities.

5.3 The organization shall not engage in or support the use of child labour as defined above.

5.4 Establish the process to deliver the results in accordance with the requirements and implement the process to ensure non-engagement of child labour.

5.5 Remediation measures and support is given in case any child labour / young worker is found.

5.6 Expects our business partners and associates to have and uphold similar standards and abide by country-governing laws in the countries wherein they operate. If violation of these Principles become known to Cohance Lifesciences Limited, and not be remediated, Cohance Lifesciences Limited. will take serious action, including discontinuation of business relationship.

6. Remediation procedure

6.1 If child labour is identified during internal audits at Cohance Lifesciences Limited or at supplier/contractor sites, or through any credible source, it must be reported to HR immediately. The child will be promptly removed from the workplace, and the Unit Head will be informed without delay.

6.2 The HR team is responsible for verifying the age of any suspected underage employee in coordination with relevant departments. This includes reviewing official documents such as ID cards, birth certificates, and citizen records, conducting interviews, and, if needed, seeking information from the employee's hometown. Additional checks may include education level, current residence, and workplace location.

6.3 If a child or young worker is found, the person discovering it must report the name and department to HR. HR will verify the individual's age, inform relevant parties, and prepare a report for corrective action by the concerned representative.

6.4 Cohance Lifesciences Limited strictly prohibits staff from engaging in or approving the use of child or underage workers. If such a case is identified, HR will initiate appropriate remediation steps to address and resolve the issue.

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7. Child Labour

- 7.1 In the case of a child labour being noticed the appropriate authority (Director Factories) and Interested Parties will be informed within 30 days. The child will be handed over to his/her parents. To contact primary school run by government / municipality and register the student and get him / her admitted.
- 7.2 To provide books, stationery, and uniforms (as required by the school) at the cost of the company. To pay monthly stipend (at the rate which is paid to a normal workman as wages) to substantiate loss of income due to withdrawal from job after investigating the reason(s) leading to the working of the child, capacity of the family, family background, etc. This stipend will be paid up to the age of 15 years. The stipend should be equivalent to the amount the child was earning whilst employed, or at least the local minimum wage standard, whichever is higher. The stipend should be paid in weekly or monthly, rather than as a lump sum.
- 7.3 Each quarter, Cohance Lifesciences Limited, will contact the family and school to record the effectiveness of education taken by the student by verifying the attendance register of the school, summary of result kept in the school, verbally asking the teachers, etc. and update the inspecting sheet. As for health status, it will be updated every 6 months.
- 7.4 The family representative must guarantee that he (or she) will be send to school.
- 7.5 If these children are allowed light or part time job outside school hours, a Certified Surgeon should certify them to be medically fit to do those jobs. In any case, these children will not be allowed to work between 6 PM to 7 AM and they will not be exposed to any job, which may cause a health hazard.
- 7.6 A child under remediation plan will get the adequate medical treatment free of cost as and when required.
- 7.7 The combined hours of daily transportation to and from work/school and time spent at the school and work will not exceed more than 10 hours a day.
- 7.8 Successful remediation is dependent on ongoing monitoring to ensure that the child remains in school and that the Programme is adjusted to meet the child's changing needs.

8. Young Worker

- 8.1 The respective HR personnel must discuss with the HOD where that employee is working to assign him (or her) a suitable job. It is important to understand and follow that till the concerned young worker attains the age of 18, he/she should be given such a work which should not hamper his/her physical growth and working hours should not exceed maximum of 8 hours a day. For such an employee, company will ensure proper education.
- 8.2 When the employee (young worker) attains the age of 18, the HR Department will remove the name of that employee out of the list of young workers and inform the concerned parties, update the inspecting sheet and make a record.
- 8.3 The HR Department is responsible to inspect that employee and update the inspecting sheet of young worker.

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9. Internal and external communication

9.1 All Policies and Procedures related to Cohance Lifesciences Limited are communicated to all employees during induction and periodic trainings, and to suppliers/contractors during selection, induction & reviewed during supplier performance monitoring.

9.2 All the policies and procedures related to Cohance Lifesciences Limited are made accessible to every employee of Cohance Lifesciences Limited and also displayed in prominent work areas in the plant/offices of Cohance Lifesciences Limited for employees/suppliers.

10. Training and capability building

Cohance Lifesciences Limited provides relevant training to all Internal and external interested parties (employees, contract workmen, contractors and suppliers) on Cohance Lifesciences Limited, policies and procedures, and effectiveness will be measured.



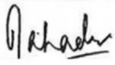
11. Internal audits

Internal audits will be conducted at defined intervals to monitor the performance, evaluate and improve the effectiveness in accordance with established policies, Procedures, Systems and regulations.

12. Company Rights

The Company reserves the right to modify or withdraw this policy, in whole or in part, at any time without prior notice. This policy does not create an employment contract, nor does it guarantee benefits or continued employment. Amendments may be made whenever necessary.

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