



Lucid Colloids Limited

Registered & Corporate Office:

401A Navbharat Estates, Zakaria Bunder Road, Sewri West, Mumbai 400015, India.

Tel: +91-22-24158059, Email: admin@lucidcolloids.com

Company Identification Number: U24311MH1996PLC099800

Policy Prohibiting Child Labour, Preventing Forced Labour at the Workplace and Child Labour Rehabilitation.

The foundation of Company's "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

- Company does and will not employ any person below the age of eighteen years in the workplace.
- Company prohibits the use of forced or compulsory labour at all its units. 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.
- Company has also prepared and circulated the Responsible and Good Practices Charter and the Code of Conduct for outsourced job workers/contractors prohibiting use of child labour. The Purpose of this code is to define the minimum standards that all Contractors of the Company are obligated to implement.

Implementation

- This policy is publicly available throughout the Company and clearly communicated to all employees in a manner in which it can be understood through induction programs and Employee Handbook.
- The responsibility for the implementation of the policy rests with the Unit level HR Mangers and the Corporate HR Manager. All Unit Heads are required to implement and ensure compliance with this Policy.
- 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.
- Company with the help of Unit level HR Mangers and the Corporate HR Manager, keep close watch to see that no child is working below the age of 18 years in the Company. If they found such type of lapse, it shall be immediately brought to the notice of the Management of the Company.
- Company will rescue children from child labour if found working and try to restore their childhood. Company will also try to give them back their right to education, leisure and recreation.



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- After reviewing, will arrange a meeting with the parents and discuss the said issue with them and arrange child for the enrollment in the nearby school or local School if not available then to a private tutor.
- The company management provides child's education related expenses such as school fees, uniform, books, etc. and the company either provides stipend to the child to replace the lost income or provide adequate support by giving employment to the members of the extended family like parents, guardians or elder siblings.


Uday Merchant
Managing Director