



Policy on Prohibition of Child Labor and Hiring of Minors

Effective date: 01.04.2025

1. Policy Objective

This policy outlines KSH Automotive Pvt. Ltd.'s firm commitment to eliminating child labor and ensuring that no minor (under the age of 18) is employed in any capacity, either directly or indirectly, within our operations, supply chain, or business relationships. This policy ensures compliance with applicable Indian laws and international human rights and labor standards.

2. Legal Framework & References

This policy is based on the following legal and regulatory frameworks:

- **The Child Labour (Prohibition and Regulation) Act, 1986**, as amended by the Child Labour (Prohibition and Regulation) Amendment Act, 2016
- **The Factories Act, 1948**
- **The Juvenile Justice (Care and Protection of Children) Act, 2015**
- **ILO Convention No. 138** (Minimum Age Convention)
- **ILO Convention No. 182** (Worst Forms of Child Labour Convention)
- **United Nations Convention on the Rights of the Child (UNCRC)**

3. Definitions

- **Child:** Any person below the age of 14 years.
- **Adolescent/Minor:** Any person who has completed their 14th year but is below 18 years of age.
- **Hazardous Occupations/Processes:** Jobs or work environments that may endanger the physical or mental health of children or adolescents, including but not limited to, chemical exposure, heavy machinery, or excessive working hours.

4. Policy Statement

KSH Automotive Pvt. Ltd. strictly prohibits:



- The employment of **children under the age of 14 years** in any form.
- The employment of **minors (aged 14–18)** in any hazardous work or industrial activity as defined under Indian law.
- Indirect child labor through contractors, vendors, or third parties.

We recognize that the employment of children or underage individuals in any capacity is unethical, illegal, and violates their fundamental rights. We commit to ensuring a workplace free from child labor and promoting education and welfare for children.

5. Implementation Procedures

5.1 Recruitment and Verification

- All job applicants must submit verifiable proof of age (e.g., Aadhaar card, birth certificate, PAN card, school leaving certificate).
- Human Resource personnel are trained to verify documentation and confirm the candidate meets the legal working age.

5.2 Contractual Obligations with Vendors

- All vendors, contractors, and suppliers must sign a declaration of compliance with this policy as part of onboarding.
- Contracts will include a **zero-tolerance clause** on child labor and the hiring of minors.

5.3 Audits and Monitoring

- Regular internal audits and surprise inspections will be conducted to verify compliance.
- Third-party audits may be conducted for vendors or suppliers, especially in high-risk sectors or geographies.

5.4 Awareness and Training

- Orientation and annual training sessions for all employees on this policy.
- Vendors and contractors will be provided awareness material and guidance to ensure compliance.



6. Grievance and Reporting Mechanism

- Employees, workers, and external stakeholders may report suspected violations through:
 - Company Grievance Redressal Email: **complaints.ksh@gmail.com**
 - Anonymous grievance box or in-person to the HR or Compliance Officer.
- All complaints will be investigated promptly, confidentially, and without retaliation to the whistleblower.

7. Corrective and Remedial Actions

In the event that a minor is found to be employed:

- Immediate termination of employment or contractual relationship.
- Provision of necessary assistance to the child, including facilitating access to education, counseling, or rehabilitation.
- Disciplinary action against responsible personnel or vendors.

8. Disciplinary Measures

Non-compliance with this policy may lead to:

- Termination of employment
- Termination of contracts or blacklisting of suppliers
- Legal action as per applicable labor and penal laws

9. Roles and Responsibilities

- **HR Department:** Responsible for implementing age verification during hiring and training staff.
- **Compliance Officer:** Overseeing audits and handling violations.
- **Procurement Team:** Ensuring supplier compliance.



KSH Automotive Pvt. Ltd.

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- **Senior Management:** Oversight and strategic direction to ensure zero tolerance of child labor.

10. Policy Review

This policy will be reviewed **annually** or as required by changes in legislation, business operations, or risk assessments.

A handwritten signature in black ink, appearing to be 'Yong Sung Kim', is positioned above the name of the Managing Director.

Mr. Yongsung Kim
Managing Director

A large, semi-transparent watermark of the KSH logo is centered on the page. It consists of the letters 'KSH' in a bold, green, sans-serif font, enclosed within a light green oval.