



CHILD LABOUR, FORCED LABOUR AND HUMAN TRAFFICKING POLICY

Anand NVH Products Pvt Limited

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1. POLICY STATEMENT

Anand NVH Products Pvt. Ltd. maintains zero tolerance for child labour, forced labour, and human trafficking across all operations and supply chain. We strictly prohibit employment of individuals under 18 years, ensure all work is voluntary and free from coercion, debt bondage, or restriction of movement, and conduct rigorous age verification and supplier audits to uphold these commitments.

We are fully committed to human rights and fair labour practices by ensuring:

- Health, safety, and welfare of employees, contractors, and local communities.
- Proactive hazard identification, risk mitigation, and occupational health measures.
- Freedom of association, including rights to form committees and conduct meetings.
- Skill development through comprehensive training programs.
- Compliance with legal working hours, holidays, and leave entitlements.

Equal opportunity is provided to all without discrimination based on sex, race, age, colour, disability, ethnic or national origin, sexual orientation, religion, marital status, or any protected characteristic under applicable laws.

This policy aligns with Indian labour legislation, ILO Conventions 29, 105, 138, 182, UN Guiding Principles on Business and Human Rights, and Eco Vadis criteria.

Approved By:



Mr Kanwardeep Singh Anand
Executive Director,
Dated: 15.01.2025