



POLICY ON CHILD LABOUR, FORCED LABOUR
AND HUMAN TRAFFICKING

| |
|---|
| Index |
| 1. Scope |
| 2. Commitments |
| ○ 2.1 Child Labour Prevention |
| ○ 2.2 Forced Labour Prevention |
| ○ 2.3 Human Trafficking Prevention |
| 3. Quantitative Targets |
| ○ 3.1 Eliminate Child Labour |
| ○ 3.2 Eradicate Forced Labour |
| ○ 3.3 End Human Trafficking Practices |
| 4. Governance and Allocation of Responsibilities |
| ○ 4.1 Governance |
| ○ 4.2 Responsibilities |
| 5. Review Mechanism |
| ○ 5.1 Annual Review |
| ○ 5.2 Audits and Monitoring |
| ○ 5.3 Reporting |
| 6. Policy Implementation Timeline |
| ○ 6.1 Immediate Actions (2023) |
| ○ 6.2 Medium-Term Actions (2024–2025) |
| ○ 6.3 Long-Term Actions (2025 and beyond) |
| 7. Policy Review and Updates |

Scope:

This policy applies to all business units and functions within Varsha Stones International Pvt. Ltd., covering both domestic and international operations. It includes all employees, contractors, suppliers, and partners involved in the company's operations.

Commitments:

Qualitative Objectives:

1. Child Labour Prevention:

Varsha Stones International Pvt. Ltd. is committed to eliminating child labour within its operations and supply chains. We strictly adhere to international standards that prohibit the employment of children under the legal working age in any form of employment.

2. Forced Labour Prevention:

We are committed to ensuring that no forced, bonded, or involuntary labour is present within our operations. All employment at Varsha Stones International Pvt. Ltd. must be freely chosen, with workers retaining the right to freely leave employment as per local labor laws.

3. Human Trafficking Prevention:

Varsha Stones International Pvt. Ltd. strives to prevent human trafficking and will not support or engage in any practices that contribute to trafficking, whether in the form of labour or sexual exploitation, within our operations or supply chain.

Quantitative Targets:

1. Eliminate Child Labour:

Ensure 100% of suppliers and business partners comply with child labour regulations, aiming for zero incidents of child labour by 2025.

2. Eradicate Forced Labour:

Achieve a 100% compliance rate across all supply chains with forced labour regulations by 2025.

3. End Human Trafficking Practices:

Ensure zero incidents of human trafficking within the company's operations and supply chains by 2025.

Governance and Allocation of Responsibilities:

- **Governance:**

The policy is overseen by the **Sustainability and Ethics Committee**, which is responsible for ensuring that child labour, forced labour, and human trafficking risks are identified and mitigated throughout the company's operations.

- **Responsibilities:**

- **Human Resources Department** is responsible for ensuring no child or forced labour is involved in recruitment practices.
- **Sustainability and Compliance Team** will regularly assess the risks of human trafficking across supply chains.
- **Procurement Department** is responsible for ensuring suppliers adhere to the policy by performing regular audits and risk assessments.
- **Management** is responsible for ensuring the policy is communicated across the entire organization and to all suppliers, contractors, and stakeholders.

Review Mechanism:

- **Annual Review:**

The policy will be reviewed annually by the **Sustainability and Ethics Committee**. This review will assess the policy's effectiveness, the status of its targets, and identify areas for improvement.

- **Audits and Monitoring:**

The company will conduct an internal audit of compliance with this policy in all operational areas, including supply chains, with an independent third-party verification system.

- **Reporting:**

Results of the audits and progress against quantitative targets will be reported annually in the company's **Sustainability Report** and shared with relevant stakeholders, including investors, employees, and supply chain partners.

Policy Implementation Timeline:

- **Immediate Actions (2023):**

- Communication of the policy to all employees, contractors, and suppliers.
- Immediate training on identifying and preventing child labour, forced labour, and human trafficking.

- **Medium-Term Actions (2024-2025):**

- Implement specific training programs and monitoring systems to enforce the policy.

- Begin the auditing process for suppliers and partners to ensure compliance.
- **Long-Term Actions (2025 and Beyond):**
 - Achieve 100% compliance across the company and its supply chain with child labour, forced labour, and human trafficking regulations.
 - Continuous monitoring and improvement of the policy as new risks emerge.

Policy Review and Updates:

This policy will be reviewed and updated annually, ensuring that it remains in line with international standards, evolving regulatory frameworks, and emerging best practices. The **Sustainability and Ethics Committee** will take responsibility for the policy's updates and communicate any changes to all stakeholders.