

CHILD LABOUR POLICY

Endotherm fluids endeavours to provide a conducive working environment that is characterized by equality and mutual respect. The company will not tolerate the use of child or forced labour, nor exploitation of children in any of its global operations and facilities.

Definition

Child labour, as defined by the International Labour Organisation (ILO) Convention is “work by children under the age of 12; work by children under the age of 15 that prevents school attendance; and work by children under of age of 18 that is hazardous to the physical or mental health of the child.

"Our company Endotherm fluids is dedicated to upholding ethical standards and ensuring the welfare of children. We strictly prohibit the employment of children under the age defined by applicable laws and regulations, including those specific to Tamil Nadu where we operate. Our commitment extends to complying with all international conventions and local laws regarding child labour, including stipulations on working hours, wages, and working conditions. We strongly oppose using children for work that goes against these rules. We expect our suppliers and partners to also follow these rules. If anyone breaks these rules, we will take quick action, which may include ending our business relationship with them. Our managers and Human Resources team are responsible for making sure everyone follows these rules in our company.”

Will comply with all other applicable child labour laws, including those related to wages, hours worked, overtime and working conditions. Is against all forms of exploitation of children. The company does not provide employment to children before they have reached the legal age to have completed their compulsory education, as defined by the relevant authorities.

Monitoring and Compliance

- Endotherm fluids conducts regular audits and assessments of its operations and supply chain to ensure compliance with this child labour policy.
- Employees are encouraged to report any concerns regarding child labour practices through established reporting channels.

Training and Awareness

- We provide training to employees, especially those involved in recruitment and human resources, on the importance of preventing child labour and recognizing the signs of exploitation.

Communication

This policy is communicated to all employees, suppliers, and contractors, and is publicly available on our company website, admin notice board & gate.