

Policy on Child Labor & Forced Labor

Policy:	Child Labor and Forced Labor Policy
Effective Date:	1 st April 2014
Date Last Reviewed:	24 th January 2022
Scheduled Review Date:	31 st December 2022
Supersedes:	All previous policies and/or statements
Approved by:	Board of Director

CERA SANITARYWARE LTD. policies include the following:

- Commitment to **Not To Recruit** or hire workers below the age of 18 or in compliance with the local minimum age (whichever is higher).
- Statement that if child labor is discovered, the company will remediate the situation in the best interests of the child and his or her family.
- Commitment to comply with all applicable legal and customer requirements.
- Commitment to “No Forced Labor”
- To ensure that no employee is made to work against his / her will or to work as bonded / forced labor, or subjected to corporal punishment or coercion of any kind, related to work

For, Cera Sanitaryware Ltd.

Date: 24.01.2022

Mr. Anupam Gupta
Executive Director (Technical)