



**EAGLE CABS INDIA PVT. LTD.**

VISION OF THE CITY

## **Eagle Cabs India Pvt. Ltd. - Child Labour Prohibition Policy**

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### **Introduction**

Eagle Cabs India Pvt. Ltd. is committed to ensuring ethical practices in all aspects of its operations. As part of our commitment to social responsibility and legal compliance, we strictly prohibit the employment of child labour. This policy outlines our stance against child labour and the measures we take to enforce this prohibition.

### **1. Definition**

#### **1.1 Child Labour**

Child labour refers to the employment of children in any work that deprives them of their childhood, interferes with their ability to attend regular school, and is mentally, physically, socially, or morally harmful.

#### **1.2 Legal Age for Employment**

In accordance with national and international laws, Eagle Cabs India Pvt. Ltd. defines the legal working age as the minimum age prescribed by local labour laws, which is not less than 14 years for non-hazardous work and 18 years for hazardous work.

### **2. Policy Statement**

#### **2.1 Zero Tolerance**

Eagle Cabs India Pvt. Ltd. has a zero-tolerance policy towards child labour. Under no circumstances will we employ children or engage in practices that exploit child labour.

### **3. Implementation Measures**

#### **3.1 Age Verification**

We implement stringent age verification processes during the recruitment and hiring phases to ensure that all employees meet the legal working age requirements. This includes:

- Requiring official identification documents such as birth certificates, Aadhaar cards, or other government-issued IDs.
- Conducting thorough background checks where necessary.

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### **3.2 Supplier and Contractor Compliance**

We require all suppliers, contractors, and business partners to adhere to our child labour prohibition policy. This includes:

- Incorporating child labour prohibition clauses in all contracts and agreements.
- Conducting regular audits and inspections of suppliers and contractors to ensure compliance.

## **4. Monitoring and Enforcement**

### **4.1 Regular Audits**

We conduct regular audits and inspections of our operations and those of our suppliers and contractors to ensure compliance with this policy.

### **4.2 Reporting Mechanism**

We maintain a confidential reporting mechanism for employees and stakeholders to report any suspected instances of child labour. Reports can be made through:

- A dedicated helpline.
- A secure online reporting system.
- Direct reporting to the Human Resources Department.

### **4.3 Immediate Action**

If a case of child labour is identified, immediate action will be taken, including:

- Terminating the employment or contract.
- Reporting the incident to the relevant authorities.
- Implementing corrective measures to prevent future occurrences.

## **5. Training and Awareness**

### **5.1 Employee Training**

All employees, especially those involved in hiring and procurement, are trained on our child labour prohibition policy and the importance of adhering to it.

### **5.2 Awareness Programs**

We conduct regular awareness programs to educate employees, suppliers, contractors, and the community about the harmful effects of child labour and the importance of eradicating it.

## 6. Company Responsibilities

### 6.1 Legal Compliance

Eagle Cabs India Pvt. Ltd. complies with all relevant national and international child labour laws and standards.

### 6.2 Policy Review

We regularly review and update this policy to ensure its effectiveness and alignment with current laws and best practices.

### Conclusion

Eagle Cabs India Pvt. Ltd. is committed to upholding the highest ethical standards and ensuring a child labour-free workplace. This policy is an integral part of our dedication to social responsibility and human rights. We expect all employees, suppliers, contractors, and business partners to adhere to this policy without exception.

