



CHILD LABOUR POLICY

Introduction

SKY GROUP is committed to providing a workplace based on equality, dignity, and mutual respect. We strictly prohibit the use of child or forced labour in all our operations and facilities.

Core Principles

1. **No Child Labour:** We will not employ anyone under the legal working age, in line with ILO conventions.
2. **Compliance:** Adhere to all applicable laws regarding wages, hours, overtime, and working conditions.
3. **No Exploitation:** Oppose all forms of child exploitation and ensure education is not hindered by employment.
4. **Partner Standards:** Require all business partners to uphold similar principles and comply with local laws.
5. **Accountability:** Local management and HR are responsible for implementing and monitoring compliance.

Implementation

We implemented by:

- Verify employee age during recruitment.
- Audit suppliers and partners for compliance.
- Take corrective action, including ending partnerships, if violations occur.
- Provide ongoing awareness and training.

Conclusion

We are committed to protecting children's rights, ensuring ethical labour practices, and promoting a safe, lawful, and respectful workplace.

MANAGING DIRECTOR

Bhawin

SKY GROUP