



Lee Pharma Limited

LEE PHARMA LIMITED

Reg Office: SY. No. : 257 & 258/1, Door No : 11-6/56-C, Opp : IDPL Factory,
Moosapet, Balanagar (Post), Hyderabad – 500 037, India

TITLE: Policy on Child Labour

Policy No: LPHRGNP-010-00

Effective Date : 01-04-2025

Review Date: 31-03-2027

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1. Objective:

The objective of this policy is to ensure that Lee Pharma does not engage in child labour in any form and to uphold the rights of children by strictly adhering to international labour standards.

2. Applicability:




This Policy applies to all employees in its all units, suppliers and their sub-contractors and offices across the country

3. Definitions/ Glossary:

- 1.1. HRD- Human Resources Department
- 1.2. HR- Human Resources
- 1.3. GNP- General Policy

4. Policy Implementation:

- 4.1 All actions to avoid child labour shall be implemented by taking the child's best interests into account. Lee Pharma and all suppliers comply with all relevant national and international laws, regulations, and provisions applicable in the country.
- 4.2 Lee Pharma is obliged to take the appropriate measures to ensure that no child labour occurs in the company and also from suppliers and their sub-contractor's end. As a company policy the age of an employee's/ contract worker is checked at the time of interview / selection. The age is verified with the help of valid date of birth proof viz Aadhar Card, Passport, Birth Certificate issued by Govt. authorities. Also, at the time of employment those original documents are verified, and their photocopies should be retained as employee record, then the appointment letter is issued.
- 4.3 Even the contract labour is thoroughly verified before hiring, however if child labour is found in any units, Lee Pharma will advise the contract labour supplier to implement a corrective action plan. If corrective action is not implemented within the agreed timeframe, or if repeated violation occur, Lee Pharma will terminate all business with the supplier concerned. The corrective action plan shall take the child's best interests into consideration, i.e., family, and social situation and level of education. An undertaking is taken from contractor that he would not hire any child labour.
- 4.4 The supplier shall effectively communicate to all its sub-contractors, as well as to its own co-workers, the content of Lee Pharma Child Labour Policy, and ensure that all measures required are implemented accordingly.

Prepared By	Authorized By	Approved By
 Human Resources	 Human Resources	 Director



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5. Labour force records:

The supplier shall maintain documentation for every worker verifying the worker's date of birth. A copy of date of birth proof shall be maintained by the supplier.

6. Monitoring:

All units/ suppliers are obliged to keep Corporate- HR informed at all times about all manpower details (including their sub-contractors). Any undisclosed suppliers found would constitute a violation of this code of conduct.

7. Remediation:

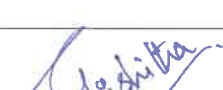
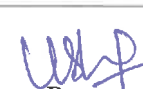

Lee Pharma shall monitor the implementation of Child Labour Prohibition and ensure full compliance with the Policy. If non-compliance is found, Lee Pharma shall immediately implement corrective actions. The company shall review and update the Policy on a regular basis to ensure compliance with changes in applicable laws and regulations and to ensure consistency with our values.

8. Philosophy:

Lee Pharma believes in a "No Child Labour and No Forced Labour".

Lee Pharma is prohibited Child labor including permanent, temporary, migrant, contract workers. We shall not engage or support forced or compulsory labor in any form (i.e. Bonded, forced or compulsory prison labor).

Lee Pharma is committed to respect and support children's rights as articulated in UN Global Compact, and the relevant conventions by the International Labor Organization ("ILO").

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