



## Child Labour and Minimum Age Employment Policy

### Introduction

At Prism Industries Pvt Ltd, we are committed to upholding the highest standards of human rights, ethical business conduct, and responsible employment practices. As a leading global supplier of pharmaceutical products — including nicotine-based formulations, quinine, hyoscine, lumefantrine, and artemether — we recognize that preventing child labour is critical to safeguarding the well-being, dignity, and future of young individuals.

This **Child Labour and Minimum Age Employment Policy** sets forth Prism Industries' strict commitment to prohibiting child labour and ensuring that all workers meet the minimum legal age requirements as defined by national laws and international standards, but not less than 15 years of age under any circumstances.

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### Scope and Applicability

This policy applies to all employees, contract workers, interns, suppliers, vendors, contractors, service providers, and business partners associated with Prism Industries Pvt Ltd. It governs all operations, including the sourcing of raw materials, manufacturing processes, logistics, research and development, and distribution activities.

The policy applies to direct operations as well as indirect supply chains across all geographies where Prism Industries conducts business.

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### Objectives of the Policy

- 1. Prohibit Child Labour Across All Operations**  
Ensure that no individual under the minimum legal age (and in no case under 15 years of age) is employed in any capacity across Prism Industries Pvt Ltd's operations or supply chain.
- 2. Promote Education and Well-being of Minors**  
Support initiatives that encourage access to education and the development of children's potential, rather than contributing to early entry into the workforce.

**CIN:** U24231GJ1992PTC017501

**Office:** 208, Trivia Complex, Nr. Natubhai Circle,  
Race Course, Gujarat, INDIA, Pin-390007

**Phone:** 0265-3504649/50 **Mob:** +91 98250-51262, +91 92274-06992

**E-mail:** marketing@prisminltd.com

**PAN:** AABCP7162Q

**Factory:** Survey No. 637/23/A1, Khambhat Dhuvaran Road, At: Kalamsar,  
Ta.: Khambhat, Dist. Anand, Gujarat, INDIA, Pin-388640

**Mob:** +91 98250-50731, +91 97277-01668

**E-mail:** info@prisminltd.com



**3. Comply with National and International Standards**

Adhere to the applicable laws of the countries in which we operate, as well as international frameworks including the International Labour Organization (ILO) Conventions and the UN Global Compact.

**4. Strengthen Supplier Accountability**

Mandate compliance by suppliers, vendors, and contractors with Prism Industries' minimum age policy as a condition of doing business with us.

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## Key Principles of the Policy

### *1. Minimum Age for Employment*

- Prism Industries Pvt Ltd does not employ individuals under the age of 15, even if the national law permits a lower age.
- Where national law provides for a higher minimum working age, Prism Industries will comply with the higher age requirement.

### *2. Verification of Age*

- All job applicants must provide valid and verifiable documentation confirming their age prior to hiring.
- Background checks or official government-issued identification must be reviewed to ensure compliance with minimum age standards.

### *3. Prohibition of Hazardous Work for Young Workers*

- Workers under the age of 18 must not be assigned to hazardous work or work that may jeopardize their health, safety, or moral development.
- Such restrictions include tasks involving chemicals, heavy machinery, extreme temperatures, or long working hours.

### *4. Supplier and Vendor Responsibility*

- Suppliers and vendors must not engage in child labour and must have systems in place to verify the ages of all employees.
- Suppliers are expected to ensure that their employment practices, and those of their subcontractors, comply fully with Prism Industries' standards.

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## Supplier and Vendor Compliance

At Prism Industries Pvt Ltd, all suppliers and vendors are required to:

- Affirm compliance with this **Child Labour and Minimum Age Employment Policy** through contractual agreements.
- Allow Prism Industries to conduct audits and site inspections to verify adherence to minimum age requirements.
- Take immediate corrective action if any instances of child labour are detected.

Failure to comply with this policy may result in corrective measures, suspension, or termination of the business relationship.

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## Monitoring and Enforcement

- **Internal Audits:** Prism Industries will conduct regular audits to ensure compliance with minimum age employment standards.
- **Supplier Audits:** Periodic assessments of supplier and vendor sites will be conducted to verify their compliance with Prism's child labour policy.
- **Corrective Action Plans:** In the event of non-compliance, suppliers must submit a corrective action plan and remedy the violation within a specified timeframe.

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## Training and Awareness

- Prism Industries will provide regular training for HR, procurement, and management teams to reinforce the importance of minimum age compliance.
- Suppliers and vendors will also be encouraged to educate their teams about child labour risks and compliance obligations.

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## Roles and Responsibilities

- **Human Resources Department:** Responsible for verifying the age of all employees and maintaining documentation for compliance audits.
- **Procurement Department:** Responsible for ensuring that suppliers adhere to Prism Industries' minimum age requirements.
- **Suppliers and Vendors:** Obligated to implement systems that verify employee ages and prevent child labour in their operations and supply chains.

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## Conclusion

Prism Industries Pvt Ltd upholds the fundamental right of every child to enjoy a childhood free from exploitation and to access education and opportunities for growth. By enforcing a clear minimum age policy of not less than 15 years, and often higher where mandated, we affirm our commitment to ethical business practices, international human rights standards, and sustainable development.

Through collaboration with our employees, suppliers, vendors, and partners, we strive to create a work environment and supply chain that protects the dignity and rights of every individual, thereby contributing to a better, more responsible future.

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