



OSAAT® Educational Charitable Trust

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CHILD LABOR POLICY

(Approved & adopted by the Board of Trustees on 19.05.2022 by circulation through email)

1. Policy Statement

1.1 We, **OSAAT® Educational Charitable Trust (OSAAT®)**, are committed to protect the interest and welfare of our children.

1.2 Towards this end, our **CHILD LABOR POLICY** deals with our stand on employing minors and aims to ensure that our Trust follows the law laid down in **The Child Labour (Prohibition and Regulation) Act of 1986** and **The Child Labour (Prohibition and Regulation) Amendment Act of 2016** in order to protect the children's interests.

1.3 As a social organization, we want to do carry on with the activities of our Trust in a legal, ethical manner adding value to society and the environment. Discouraging child labor is fundamental to us. We want to make sure that our Trust doesn't take part in children's exploitation and also helps end it to the best of our ability.

2. Scope

2.1 This policy applies to our Trust and those we do business or partner with including partners, vendors and contractors.

2.2 The rules and regulations enacted under **The Child Labour (Prohibition and Regulation) Act of 1986** and **The Child Labour (Prohibition and Regulation) Amendment Act of 2016** guide our policy on child labor.

2.3 In this policy, we refer to "children" as people who are younger than 18 years of age.

2.4 "Child labor" refers to work that deprives children of their childhood and affects their schooling, their potential and their dignity. It's work that's harmful to them mentally, physically and socially.

3. Policy elements

3.1 As a matter of Policy we don't want to stand in the way of our children's' health, schooling or free time. **Hence we do not employ anyone younger than 18 years of age.**

3.2 We're also committed not to do business with any organization that employs children younger than 18 years of age.

3.3 We'll include this condition in every contract we sign and reserve the right to break the contract without penalty if our stakeholder violates this condition and refuses to agree on or follow through with an elimination plan.

4. Legal exceptions

4.1 We might occasionally do business with family-owned businesses where the owner employs his/her children in their family business which is not hazardous. Though we accept this kind of child labour, we will terminate our contract with such business entity if it comes to our notice that the children are exposed to danger or are working consistently during school hours.

4.2 Sometimes, the teachers at the school may ask their students to do certain work in the school in order to teach them the life sustaining skills. They may also hand them some tasks to complete.

4.3 These are acceptable practice, as long as it does not deprive children of the school on a consistent basis or puts them in any danger.

4.4 However we will refuse to do deal with anyone who employs children below the age of 18 years in hazardous or exhausting jobs or does not follow applicable laws on working hours or pay.

5. Actions and Implementation

To make sure we enforce this policy and help eliminate child labor, we are committed to:

- a) Working with governments and other organizations to end child labor.
- b) We may sponsor or organize actions to educate communities, build schools or find ways to ensure children won't be forced to work to support their families.
- c) Educating our volunteers and employees on Child Labour laws and show them how to report child labor if they see or suspect it.
- d) We will ensure that no child below the age of 18 years is hired or employed by our Trust.
- e) Communicate our Child Labor Policy to organizations we are connected with and ensure our contracts have the right stipulations.

6. Children's welfare is everyone's business

6.1 We want to grow and thrive as a socially responsible organization. Towards this end we want to ensure well being of our children.

6.2 We will ask all of our volunteers & employees to follow this policy, not just because we demand it as an organization, but because securing a bright future for children is everyone's duty.

7. Acknowledging the Policy by volunteers and employees of OSAAT®.

7.1 This Policy shall be brought to the notice of all volunteers/employees of OSAAT® who will acknowledge the same by subscribing their signature in the Form of Acknowledgement given below: -

ACKNOWLEDGEMENT

I _____ hereby acknowledge that I have read, understood and agreed to comply with the Child Labour Policy. I have not violated the provisions of this Policy and am not

aware of any violations of the Policy as of the date hereof.

Signature: _____ Date: _____