

POLICY FOR EMPLOYMENT OF CHILD / YOUNG WORKERS

It is the Stated Policy of Wilhelm Textile India PVT LTD. that No persons below the age of 18 years shall be allowed to work in the factory. However as per the Local Labour Laws young workers below the age of 18 year will be allowed to work on following provisions only:

- The young worker will be allowed to work with the consent of his parents.
- The H.R. Manager shall obtain a certificate of fitness in prescribed form from the certified surgeon or an MBBS Doctor certifying that the person has attained an age of 14 years, has attained prescribed physical standards and is fit to work for a full day of work in the factory. The certificate of fitness shall have to be renewed after a period of one year.
- The fees for fitness certificate shall not be charged to young worker
- No young worker shall be employed or permitted to work in any factory for more than four and a half hours in any day or during night
- No young worker shall be allowed to work on any day on which he has already been working in another factory.
- No female young worker shall be allowed to work in the factory except between 8 A.M. and 7 P.M.
- Period of work for young workers will be displayed prominently in the factory.
- Young workers shall be allowed to work for 5 days a week only.
- H.R. department shall maintain a separate register of young workers in prescribed form as per factory act with minimum following information
 - the name of each child worker in the factory,
 - the nature of his work,
 - the group, if any, in which he is included,
 - the number of his fitness certificate