



## **CHILD LABOUR POLICY**

UPL, being a leading player in the agricultural sector, does its business in markets where the risk of child labour deployment is high. We also engage with several business partners whose operations could be exposed to exploitative labour practices, specifically with respect to children.

We recognize the UN Convention on the Rights of the Child and all such international laws, conventions or standards. In line with these legal regulations, UPL has a strict 'No Child Labour' policy and expressly prohibits any kind of child labour practices within its premises, offices, factories or warehouses. All our production sites are operated and managed in a professional manner with tight controls, specifically, to prohibit use of child labour. Each employee of UPL is required to comply with this Policy and ensure that they do not indulge in any practices that lead to or encourage child labour.

In addition to our employees, to ensure compliance by our business partners, we have non-negotiable clauses in all our contracts prohibiting use of child labour. As a part of the process and documentation, the business partners are required to warrant that they do not use child labour in their operations. Further, we conduct periodical inspections including surprise inspections on our third-party suppliers and growers. Any business partner found to be using child labour will be blacklisted by UPL.

As a socially responsible organization, we conduct awareness programs in villages to promote child education and to reduce use of child labour in any of our production activities.

The Nomination and Remuneration Committee (NRC) oversees the implementation of the compliance of the Child Labour Policy. All employees and relevant stakeholders are expected to report any violations of the Policy to the NRC immediately.