



TAB

NO CHILD LABOR POLICY

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Introduction

- 1) The underpinning of Tab India Granites "No Child Labor Policy" is based on the company's commitment to being a socially aware and a socially responsible organization, and not just for profits. In everything we do, we include the community, we follow a strong code of ethics and we want to build a better future for our employees and our cities from which we take from, in unison.
- 2) TAB strives to implement culturally & socially appropriate responses to eliminate any labor practices involving under age workers. Our policy has been formulated in consideration with all Indian government official Acts, Laws and beyond, to international standards governing the issue. Tab India endorses supports and promotes the need for appropriate initiatives to progressively eliminate, prevent and stamp out all & any such abuses.
- 3) It means so much to us that the 'TAB FOUNDATION' which is a subsidiary of TAB, whose primary function is to execute charitable and philanthropic programs under CSR (corporate social responsibility) for TAB. The lion's share of the funds allocated is dedicated to child education & child welfare programs. Children are the stalwarts of our future, education is the only way out of the endless cycle of poverty, for the founders of TAB this is a life goal. Start from the little ones!

Policy

- 4) Tab India does not employ any person below the age of 18 years. TAB INDIA prohibits the usage of child labor and forced and bonded labor in any form, either in its own factory by direct employment, or also through contracts and sub-contracting parties. It is a part of our contract terms and conditions that no such practice would be employed by any contractor or sub-contractor if they wish to be associated with TAB.
- 5) Implementation of this policy is publicly available throughout the Tab India Company and clearly communicated to all employees in a manner which can be understood through induction programs and policy manuals. The implementation of the policy is the responsibility of Tab India's Human Resources Department and the security staff, who do not permit minors to enter the factory as workers. There is a 'zero tolerance policy' towards any breach of this policy in any form. Employment contracts and other records, documenting all relevant details of employees, including age, are maintained at all units and are open to verification by any authorized personnel or relevant statutory body. Tab India provides an annual report to the functional head on the commitment to this policy and any breaches or non-breaches of the policy.