

As Group Managing Director, the foundation of SWGR 'No Child Labour Policy' is based on the Company's commitment to find practical, meaningful and culturally appropriate responses to support the elimination of such labour practices. It has been formulated in consideration with the acts and it therefore endorses the need for appropriate initiatives to progressively eliminate these abuses.

SWGR does not employ any person below the age of eighteen years at the workplace and prohibits the use of child labour and forced or compulsory labour at all its business units.

No employee is made to work against his/her will or work as bonded/forced labour, or subject to corporal punishment or coercion of any type related to work.

This policy is publicly available throughout the Company and clearly communicated to all employees in a manner in which it can be understood through induction programmes and policy manuals. The implementation of the policy is the responsibility of all Management with support from the Groups Human Resources Department and SQEF staff, who do not permit minors to enter the workplace as workers.

There is a zero tolerance policy towards its breach where employment contracts and other records, documenting all relevant details of the employees, including age, are maintained within our Human Resources Department and are open to verification by any authorised personnel or relevant statutory body.

The Human Resources Department will provide an annual report to the functional head on any incidents of child or forced labour. Periodic assessment is conducted. The Human Resources Department undertakes random checks of records annually.

**Signed:**



**Raj Sinha**  
**Group Managing Director**