

<b>CORPORATE HUMAN RESOURCE POLICY</b>	Policy No. : <b>PL-CHR-009/01</b>	Effective from : 05.05.2023
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<b>TITLE: PROHIBITION OF CHILD AND FORCED LABOUR POLICY</b>		

**I. PHILOSOPHY:**

MSN believes in a "No Child Labour and No Forced Labour" policy.

MSN Group is prohibited Child labor including permanent, temporary, migrant, contract workers. We shall not engage or support forced or compulsory labor in any form (i.e. Bonded, forced or compulsory prison labor).

MSN Group is committed to respect and support children’s rights as articulated in UN Global Compact, and the relevant conventions by the International Labor Organization (“ILO”).

At MSN "Employment is Freely Chosen, employees/workers are not required to lodge "deposits" or their identity papers such as their Original Certificates of Education, Aadhar, Date of birth certificates etc., with the employer and free to leave their employment (MSN Group) after reasonable notice."

**II. POLICY:**

It is MSN's policy:

1. MSN Group do not engage any child labourer/young worker, who is less than 18 years of age in our group of units for any activities.
2. MSN Group has established robust mechanisms of age verification as part of the recruitment process before taking into operations through a proper checklist/screening mechanism.
3. All interested parties of MSN Group i.e. vendors and suppliers etc., are communicated on the requirements of policy against child labour and forced through trainings and other communication channels.
4. All employees work voluntarily without any obligation.
5. To prohibit the use of forced or compulsory labour at all of units/offices for any activities.
6. To ensure that no employee is made to work against his / her will or to work as bonded/forced labour, or subjected to corporal punishment or coercion of any kind, related to work.

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7. Remediation measures and support is given in case any child labourer/young worker is found.

**III. IMPLEMENTATION:**

- This policy is communicated to all employees and interested parties in an appropriate and meaningful manner.
- MSN Units have appropriate systems and processes in place to ensure compliance with the Policy and with statutory provisions, including processing of grievances for redressal.

**IV. OWNERSHIP:**

- The policy is formulated and owned by the HR Department at Corporate Office, Hyderabad.
- Any revision /updatation/ corrections / deviations of this policy needs to be approved by the Chairman and Managing Director.
- Management reserves the right to alter/modify this policy from time to time at its sole discretion.
- MSN Group shall monitor the implementation of Child Labor Prohibition and ensure full compliance with the Policy. If non-compliance is found, MSN Group shall immediately implement corrective actions. The company shall review and update the Policy on a regular basis to ensure compliance with changes in applicable laws and regulations and to ensure consistency with our values.

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Sign			
Date	05.05.2023	05.05.2023	05.05.2023
Name	Dibya Jyoti Takoe	S Padmanabhan	Dr MSN Reddy
Department	Human Resource	Human Resource	Chairman and Managing Director