

Ref No. VRX-HO/HR Policy/023B

Date: 1-May-2021

**Policy on Prohibition of Child Labour and Prevention of
Forced Labour at the work place.**

(Version - 2)

Philosophy and Fundamentality:

Vision Rx Lab Pvt. Ltd. believes in a "No Child Labour and No Forced Labour policy".

Policy at a Glance:

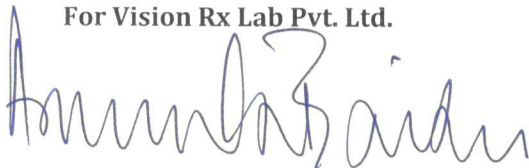
It is well conceived, explained, understood, accepted and implemented in all the Units/ Entities/ Cost Centers that:-

- Nobody below the age of 18 years will be employed in any units/ entities of Vision Rx Lab Pvt. Ltd.
- No deployment of forced or compulsory human resources at any of its Units.
- To ensure that in all its units 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.
- Also it's an important part of Vision Rx Lab Pvt. Ltd. to make sure any vendor/suppliers of the company does not induct any child labour/ forced labour to Vision Rx Lab Pvt. Ltd. as a valued vendor/ supplier.

Communication of the Policy

- The policy is properly communicated to all the work force in a right manner.
- Vision Rx Lab Pvt. Ltd. is having a right way of feedback system based on the statutory provisions before the Authority with proper liberty.
- The policy will be reviewed by the Compliance Committee of the Company.

For Vision Rx Lab Pvt. Ltd.



Arnab Biswas

Chief Human Resource Officer