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INDIA INTERNATIONAL HOUSE

POLICY ON EMPLOYMENT OF YOUNG LABORS

In addition to INDIA INTERNATIONAL HOUSE's own employment policies, the Company requires that all suppliers, and sub-contractors abide by the following policy on the employment of persons under age of 18 (" young persons") in the manufacture of any product, or any component of a product, by or for INDIA INTERNATIONAL HOUSE Or any of its affiliates worldwide.

Age, Health & Safety:

Young labor is above 14 years & below 18 years of age. No person below age of 18 shall be employed by India International House. No person below age of 18 shall be employed unless such employment is in compliance with the health, safety, and morals provisions of the International Labour Organization Convention 138 Concerning Minimum Age (" ILO Convention 138").

Working Hours:

No young person shall be required to work more than 60 hours of regularly scheduled time which includes travel time, study, and work at the organization and not more than six days per week /8 Hrs a day

Laws & Regulations:

No young person shall be employed unless such employment is in compliance with all applicable laws and regulations concerning age, hours, compensation, health and safety.

External Manufacturers:

No manufacturer shall be engaged to manufacture any product, or any component of a product, for INDIA INTERNATIONAL HOUSE Or any of its affiliates worldwide unless such manufacturer has entered into an enforceable written agreement to comply with this policy, submit to periodic compliance inspections and maintain the records necessary to demonstrate compliance If any such manufacturer shall be found to be a breach of such agreement, the manufacturer's engagement shall be terminated.

Exceptions & Interpretations:

Upon good cause shown in a specific situation, an exception to the Age and Hours (but not Health & Safety) provisions of this policy may be granted by the responsible Executive Committee Member with the concurrence of the Managing Director if such exception is consistent with ILO Convention

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138 and all applicable laws and regulations requests for definitive interpretations of this policy should be directed to the Managing Director.

Note:

The Age provision of the **INDIA INTERNATIONAL HOUSE** Policy on the Employment of Young Persons is more restrictive than ILO Convention 138. The following summary is provided only as explanatory supplement to the Health & Safety and Exceptions provisions of the **INDIA INTERNATIONAL HOUSE** policy. For guidance on specific situations, please contact the **INDIA INTERNATIONAL HOUSE** Compliance department.

Model Compliance Provision for Contract Manufacturing

Agreement:

(Modify as necessary to properly identify the parties and to conform to the style and terminology of the agreement.)

The contractor has read and understands the **INDIA INTERNATIONAL HOUSE** Policy on the Employment of Young Persons (the " Policy "). In the manufacturer of the articles, which are the subject of this agreement. The contractor shall employ young persons only as permitted by the Policy. The contractor shall permit a representative of the Company to enter the Contractor's premises at any reasonable time to inspect relevant employment, health, and safety records and to observe the manufacturing process. The contractor shall maintain the records necessary to demonstrate compliance with the Policy. If the Contractor fails to comply with this provision, then the Company shall have the right to terminate this agreement forthwith and without penalty.

For India International House



Authorized Signatory

Date:06.11.2023