



# CHILD LABOUR POLICY

*Tamil Nadu Newsprint and Papers Limited (TNPL)*

*is committed to  
Prohibit engagement of children in any of its operations and  
facilities at all Units*

To accomplish the above, TNPL ensures:

- Conducts of its business will not employ any children who falls into the definition as stipulated in “The Child Labour (Prohibition and Regulation) Act, 1986”.
- Prohibition of child labour and forced or compulsory labour.
- 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.
- Expects similar standards from all its Business Partners and Associates.
- Responsibility of Unit Leadership Team and Human Resources Department to implement and comply with this Policy.

Dr. M. Sai Kumar I.A.S.,  
Chairman & Managing Director