
Child Labour Policy

At **BerryBlues Export (OPC) Pvt Ltd**, we are committed to upholding the highest standards of ethical conduct and social responsibility, particularly concerning the prohibition of child labour. We firmly believe that children should be protected from economic exploitation and should have the opportunity to grow, learn, and develop in a safe and nurturing environment. Therefore, we pledge to adhere to the following principles:

1. **Prohibition of Child Labour:** We strictly prohibit the employment of children below the legal minimum working age set by national laws and regulations, as well as the standards outlined in international conventions such as the International Labour Organization (ILO) conventions.
2. **Verification and Documentation:** We conduct thorough age verification checks for all potential employees to ensure compliance with legal requirements regarding minimum working age. We maintain accurate and up-to-date documentation for each employee, including proof of age and eligibility for employment.
3. **Awareness and Training:** We provide training and awareness programs for all employees, supervisors, and managers to ensure understanding of our child labour policy, legal requirements, and ethical considerations. Employees are informed of the consequences of non-compliance and the importance of reporting any suspected cases of child labour.
4. **Supplier and Contractor Compliance:** We require our suppliers and contractors to adhere to our child labour policy and demonstrate their commitment to ethical practices through contractual agreements and regular audits. Non-compliance may result in termination of the business relationship.
5. **Continuous Monitoring and Improvement:** We conduct regular internal audits and assessments to monitor compliance with our child labour policy and identify areas for improvement. Audit findings are used to implement corrective actions and enhance our child labour prevention measures.
6. **Community Engagement:** We engage with local communities, government agencies, and non-governmental organizations (NGOs) to raise awareness about the importance of preventing child labour and promoting access to education and development opportunities for children.
7. **Transparency and Accountability:** We maintain transparency in our operations and communicate our child labour policy internally and externally. We hold ourselves accountable for upholding ethical standards and strive to be a responsible corporate citizen.