

	COLOR PRESS PAKISTAN PRIVATE LIMITED		Effective Date: 01-03-2023	
			Rev No: 00	Rev Date: N/A
	CHILD LABOUR POLICY		Doc No: IMS-POL-03	

At Color Press Pakistan, we ensure to implement the policy of child labor. We are therefore guarantee that we comply according to the following policy.

- It is the policy of the company that no person will be employed or engaged in work who has not completed his fourteenth year and no adolescent is allowed to work in factory unless a certificate of fitness granted to him is in the custody of the plant manager, and he carries a token on which reference of that certificate is mentioned.
- Company has a clear policy for the child to be performing child labor to enable her or him to attend and remain in quality education until no longer a child & children and young persons under 18 shall not be employed at night or in hazardous conditions.
- Our company must ensure to comply with ILO & Local governmental requirements for hiring of child labor.
- Also, it is our policy that no child is allowed to work in a factory for more than five hours in any day and hours of work of a child are arranged that they don't spread over more than seven-and-a-half hours in any day and no child is allowed to work in COLOR PRESS PAKISTAN on any day on which he has already been working in another factory.
- COLOR PRESS PAKISTAN has a clear policy that no child or adolescent is allowed to work in a factory except between 6 a. m. and 7 p.m.