



# TRISTAR INTERMEDIATES PVT. LTD.

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<b>Documents No.</b>	TIPL/CQA/P/02	<b>Supersede</b>	Nil
<b>Master Copy</b>	<b>Child Labour &amp; Forced Labour Policy</b>	<b>Revision No.</b>	NA
		<b>Issue Date</b>	01.04.2023
		<b>Review Period</b>	1 Year
		<b>Review Date</b>	01.04.2025
		<b>Next Review Date</b>	01.04.2026

**Tristar Intermediates Pvt.ltd** is dedicated to ensuring that our operations and supply chains are free from child labour and forced labour. We uphold the highest standards of ethical conduct and human rights and are committed to preventing these practices within our organization and in our business relationships.

We strictly prohibit the employment of individuals who are below the legal working age as defined by local laws and international standards. Tristar Intermediates Pvt.ltd is committed to ensuring that all workers are of legal age and have voluntarily chosen to work for us. We do not tolerate any form of child labour and take all necessary measures to verify age and employment practices.

Forced labour, including any form of involuntary or coerced work, is not permitted within our organization. Tristar Intermediates Pvt.ltd is committed to ensuring that all employment is freely chosen and that employees are not subject to threats, intimidation, or any form of coercion. We require that employees are provided with clear and transparent employment terms and are free to leave their employment as required by local laws.

We expect our suppliers, contractors, and business partners to adhere to the same high standards regarding child labour and forced labour. Due diligence is conducted to ensure that our business partners comply with our policy and relevant legal requirements. We take appropriate action against any partner found to be engaging in or supporting these practices

Employees are encouraged to report any concerns or suspicions related to child labour or forced labour through our internal Ombudsperson Program. All reports will be treated confidentially and investigated thoroughly. Tristar Intermediates Pvt.ltd is committed to protecting whistle-blowers from retaliation and ensuring that any issues are addressed promptly.

Tristar Intermediates Pvt.ltd provides training to employees and relevant stakeholders on the issues of child labour and forced labour. This training helps to ensure awareness and understanding of the policy and the importance of maintaining ethical labor practices.

We regularly review and update our Child Labour and Forced Labour Policy to ensure it remains effective and aligned with best practices and legal requirements. Feedback from employees and stakeholders is encouraged and used to enhance our policy and practices.

By upholding this policy, Tristar Intermediates Pvt.ltd aims to contribute to the protection of human rights and the creation of fair and ethical working conditions for all individuals.

**Prepared By:**

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**Reviewed & Approved By:**

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