

 Panacea Biotec Innovation in support of life	Policy on Employment of “Young Persons”	Policy No - PBL/CP/ Supersede - Nil Availability - SharePoint w.e.f, - 1st April 2024
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A. TITLE

Building a sustainable place of work has been important thing to do for Panacea Biotec, and our stakeholders expect it. Panacea Biotec aims to clearly document its policy and expectations relating to the employment of Young Persons (who are between the age of 15 to 18 years) and prohibition of child labour (who are below the age of 15 years) within its operations.

It is the responsibility of Panacea Biotec's to ensure the welfare and protection of any young persons identified within its business operations and its agents and suppliers.

This policy shall be called “Policy on Employment of Young Persons” and applicable to all locations of Panacea Biotec Limited and its Subsidiaries, Agents and Suppliers.

B. OBJECTIVE:

The objective of this policy is to follow the guidelines as defined under The Factories Act, 1948 and rules made thereof; Child Labour (Prohibition & Regulation) Act 1986 & rules made thereof and International Labour Organization Conventions (ILO Conventions) 138 and 182 as ratified by Government of India or any other applicable Acts, Rules & Regulations relating to the terms and conditions for employment of young persons and prohibition of child labour.

C. CONDITIONS

- No person under the age of 14 shall be employed.
- No person between the ages of 15 and 18 shall be employed unless such employment is in compliance with the requirements under The Factories Act, 1948 and rules made thereof; Child Labour (Prohibition & Regulation) Act 1986 & rules made thereof and International Labour Organization Conventions (ILO Conventions) 138 and 182 concerning their age, working hours, compensation, fitness, health & safety and other working conditions where operations to be carried out by the Panacea Biotec and its agents and suppliers.



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Panacea Biotec Ltd.

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D. CONFLICT

In the event of any conflict between any applicable laws and regulations, the most restrictive requirements shall apply.

E. Power to Amend.

The Management reserves the right to review and amend this policy in part or in whole as and when required.

Authorised By



Kulvinder Sarao
CHRO & Sr. Vice President – Human Resources