

Junior Achievement India Services

CIN: U80301KA2007NPL043191

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Version:	Release Date:	Review Date:	Process Owner:	Process Administrator:
1.0	May, 16, 2025	May 15, 2026	All Employees	VP Finance and Compliance

CHILD LABOUR PROHIBITION POLICY

A. Policy Statement & Commitment

Junior Achievement India Services operating as Global Alliance for Mass Entrepreneurship (or 'GAME', as hereinafter referred) is committed to conducting all its activities with the highest standards of ethics, integrity, transparency and accountability.

GAME is deeply committed to preventing all forms of child labour in respect of its business activities, in line with the relevant international standards, as well as the regulations and frameworks applicable in India. This Child Labour Prohibition Policy ("Policy") is applicable to all employees, volunteers, interns, contractors, and anyone who might be interacting in our organization in any professional capacity. Young persons and children form vulnerable sections of the society. We believe that they deserve special protection for their safety and well-being. We are committed to ensuring that they do not work in any capacity or for an activity of GAME.

In stating so, we strive to create a legally compliant work environment, as we are committed to complying with the applicable international and Indian legal requirements related to child labour prohibition.

B. Scope and Application

This Policy applies in respect of:

1. All permanent, temporary, contractual, and part-time employees of GAME.
2. All employees engaged in any subsidiary or non-core services for GAME including for example cafeteria, fleet management, housekeeping, watch and ward.
3. All registered volunteers and interns working or associated with GAME.
4. All premises under the control of GAME including offices, field sites, vehicles used for work purposes, and temporary work locations.



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5. All activities undertaken by or on behalf of GAME.
6. Business partners/contractors/vendors are also expected to hold similar standards in respect of their rendering of services to GAME.
7. For the purpose of this Policy, child and adolescent shall be referred to as 'child'.

C. Objectives

Our objectives under this Policy are to:

1. Ensure compliance with applicable laws and regulations.
2. Ensure that no person under the age of 18 is to be employed in any of the premises of GAME.
3. Establish and ensure procedures to comply with the Policy.

D. Responsibilities

1. Ensure the development, implementation, and review of this Policy.
2. Ensure that the vendors and contractors onboarded also comply with applicable laws related to child labour prohibition by way of signing the agreement/contract with JAIS containing a clause on prohibition of child labour.
3. Cooperate with respective authorities in the event of inspections in the premises.
4. Ensure that the HR Personnel, employees and contractors are in compliance with this Policy.
5. To cooperate with any audits, internal or external audits, related to such practices.
6. To not act in ways intended to shame, humiliate, belittle or degrade a child, or otherwise perpetrate any form of emotional abuse.

E. Emergency Contact

In the event of an emergency the person/child may contact the emergency ChildLine number 1098. This contact number shall also be displayed at an appropriate and accessible place such as the canteens, parking lots and other accessible places in the premise.

F. Effect of Non-Compliance

1. If any employee or volunteer is found to not be in compliance with this Policy and applicable laws, then GAME shall take immediate strict disciplinary action including up to termination of relationship with such employee or volunteer.
2. Ensure immediate disciplinary action including up to cessation/termination of vendors/contractors if they are found to be non-compliant with this Policy and the applicable laws.

G. Legal Compliance

GAME is committed to full compliance with the laws applicable to child labour prohibition in India. GAME will remain updated on legal changes and modify the policies and procedures accordingly.



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H. Policy Dissemination

This Policy will be communicated to all employees, volunteers, and interns upon induction and made readily accessible (e.g., via notice boards, internal shared drives, employee/volunteer handbook and email). Relevant sections of this Policy will be communicated to contractors and visitors as needed.

I. Policy Review

This Policy may be reviewed and amended by GAME without prior notice. The updated version of the Policy will be available at massentrepreneurship.org under Quick links All Persons are required to periodically review the Policy to ensure compliance.

Policy Approved : By the Board of Directors

Signed by :

Malathi N

Malathi N Subramaniam

VP - Finance & Compliance



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