GreenLine

Decarbonising heavy trucking

POLICY ON Anti-Child, Anti-Forced & Bonded Labor

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DOCUMENT CONTROL

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1. Introduction

1.1 The objective of the policy is to prohibit the engagement of children in any forms in the establishment. We believe that children are always entitled to a healthy and happy childhood, without being forced to enter employment before they are ready for it.

1.2 The right to be free from forced and bonded labor is a fundamental human right enshrined in the Constitution of India. This right is reaffirmed by various legislative measures aimed at eradicating forced and bonded labor and ensuring the protection of workers' rights.

1.3 Forced and bonded labor are grave violations of human dignity and freedom, warranting stringent measures to prevent and address such exploitation. Recognizing the prevalence of forced and bonded labor in various sectors across India, the Parliament has enacted laws to prohibit and combat these practices effectively.

2. Legal Framework

2.1 The policy is governed by the Child Labour (Prohibition & Regulation) Act, 1986 and any amendment made thereafter.

2.2 The Constitution of India guarantees the right to freedom from forced and bonded labor under Article Articles 23-24. This right is further reinforced by specific legislation enacted by the Parliament to address the issue comprehensively.

2.3 Key legislative measures include the Bonded Labour System (Abolition) Act, 1976, which abolishes bonded labor and provides for the rehabilitation of bonded laborers. Additionally, the Child Labour (Prohibition and Regulation) Act, 1986, prohibits the employment of children in hazardous occupations and processes, including bonded labor.

3. Policy Statement

3.1 Child labour is "work that is mentally, physically, socially, or morally dangerous and harmful to children or interfere with the education. It is work, therefore, that deprives children of their childhood, their potential, and their dignity. At GreenLine all action taken in response to suspected and/or identified child labour cases will be taken to ensure to safeguard the best interest of the child.

3.2 GreenLine is committed to upholding the rights and dignity of all individuals and ensuring a workplace free from forced and bonded labor. We recognize our responsibility to comply with all applicable laws and regulations related to forced and bonded labor, as well as to uphold international standards and best practices.

3.3 It is our firm policy to prohibit and prevent the use of forced or bonded labor in any form within our operations, supply chain, or business activities. We will take proactive measures to identify and address any instances of forced or bonded labor, working in collaboration with stakeholders to promote ethical labor practices.

4. Prohibition of Child, Forced & Bonded Labor

4.1 GreenLine strictly prohibited child labour, however, if in any child is coming for the job, it should be informed to the HR Department, immediately. In the meantime, Child should be handled with due care, with most polite attitude. Parents of the child will be contacted to ensure that the child is handed over back in safe hands. Ensuring all vendors to have policy on child labour.

4.2 GreenLine unequivocally prohibits the use of forced or bonded labor in any form within our operations, supply chain, or business activities, in accordance with Indian laws.

4.3 All employees, contractors, subcontractors, suppliers, and business partners associated with GreenLine are required to comply with this policy and refrain from engaging in or supporting any form of forced or bonded labor.

5. Definitions

a) "Advance": Any form of payment, whether cash or in-kind, made by one person (the creditor) to another person (the debtor).

b) "Agreement": A formal or informal arrangement between a debtor and creditor, including agreements presumed under local social customs, such as Adiyamar, Baramasia, etc.

c) "Ascendant/Descendant": Refers to individuals in matriarchal societies as per their position in the society's succession laws.

d) "Bonded Debt": An advance obtained or presumed to have been obtained by a bonded laborer under the bonded labor system.

e) "Bonded Labour": Any labor or service rendered under the bonded labor system.

f) "Bonded Labourer": A laborer who has incurred or is presumed to have incurred a bonded debt.

g) "Bonded Labour System": A system of forced or partly forced labor where a debtor enters into an agreement with a creditor, resulting in labor or service provided without adequate compensation or freedom, including situations involving customary obligations, economic considerations, or caste/community-based constraints.

h) "Child": A "Child" is defined as any person under the age of 15. Any worker between the age of 15 and 18 is defined as young worker.

h) "Family": Includes the ascendant and descendant of a person.

i) "Nominal Wages": Wages that are lower than either the minimum wages set by the government or the standard wages for similar labor in the locality.

j) "Prescribed": Defined by rules established under the provision of respective Act/s.

6. Enforcement Mechanisms

6.1 GreenLine is committed to enforcing this policy rigorously throughout its operations and supply chain.

6.2 Compliance with this policy will be monitored regularly through internal audits and assessments.

6.3 Any violations or suspected instances of child or forced or bonded labor will be promptly investigated, and appropriate actions will be taken in accordance with applicable laws and regulations.

6.4 GreenLine shall communicate the above policy guidance to all workers, supervisors, managers, vendors of the establishment/ hubs/ facility during the initial orientation period and via refresher training / circular on annual basis.

7. Reporting Procedures

7.1 GreenLine encourages all employees, contractors, and stakeholders to report any concerns or suspicions regarding forced or bonded labor.

7.2 Reporting channels will be established to ensure confidentiality and protection for whistleblowers.

7.3 Reports of alleged violations will be thoroughly investigated, and corrective actions will be taken as necessary.

8. Disciplinary Action

8.1 GreenLine will implement clear procedures for initiating disciplinary action in cases of non-compliance with the anti-forced and anti-bonded labor policy.

8.2 Appropriate disciplinary measures, such as verbal warnings, written reprimands, suspension, or termination of employment or contracts, will be taken in accordance with the severity of the violation.

8.3 Fair and consistent administration of disciplinary actions will be ensured, with due consideration given to the circumstances of each case.

8.4 Individuals subject to disciplinary action will have the right to appeal and seek dispute resolution to address grievances and uphold principles of fairness.

8.5 All employees, contractors, and suppliers will be made aware of the consequences of non-compliance and the disciplinary procedures through training, policies, and contractual agreements.

9. Remedial Measures

9.1 GreenLine is committed to offering comprehensive remedial measures and support to individuals who have been subjected to child, forced or bonded labor.

9.2 Collaboration with relevant stakeholders, including government agencies and NGOs, will ensure that remedial measures are tailored to the needs of affected individuals and effectively implemented.

9.3 Adequate resources and funding will be allocated to provide compensation, legal assistance, counseling, and rehabilitation services to victims of forced or bonded labor.

10. Confidentiality

GreenLine places utmost importance on maintaining confidentiality in all aspects of addressing child, forced and bonded labor. Individuals reporting concerns or seeking assistance will be treated with sensitivity and respect, and their identities will be protected from retaliation or harm. Confidential information will be safeguarded through secure storage and adherence to data protection regulations to maintain trust and confidence in the reporting and remediation process.