ROYALÉ TOUCHÉ

CHILD LABOUR POLICY

Royale Touche Industries Private Limited is committed to maintaining the highest ethical standard in all aspects of our business operations. We unequivocally reject child labour and dedicated to ensuring that our workplace and supply chain are free from any form of child exploitation.

Policy Statement

Zero tolerance for child labour: - Royale Touche will strictly prohibited the employment or engagement of individual under the age of 18. This policy applies of the employees, contractors, suppliers and partners.

Compliance with local and international law: - Royale Touche will comply with all the applicable local, national and international regulations related to child labour. This includes adherence to the International Labour Organization (ILO) conventions and other relevant standards.

Royale Touche will implement rigorous procedures to verify the age of all employee and worker within the supply chain. Regular audit will be conducted to ensure compliance with this policy and we take corrective action if child labour detected.

Royale Touche require all suppliers and business partner to adhere to our child policy.

Suppliers must implement their own policies and practice to prevent child labour and must provide upon request.

Royale Touche encourage employees, suppliers and other stakeholder to report concerns or violations related to child labours. Report can be made confidentially and without fear of retaliation through our designated reporting channel.

Royale Touche will provide training and resources to our employees and partners to raise awareness about child labour issues and the impotence of compliance with the policy.

This policy will be reviewed annually and update as necessary to ensure effectiveness and compliance with the evolving legal and ethical standards.

Responsibility

All Employees, managers and executives are responsible for upholding this policy. Department head are responsible for ensuring that their team are aware and comply with these standards.

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Enforcement

Violations of the policy will result in disciplinary action, up to and including termination of employment or business relationship. Royale Touche is committed to addressing any instance of child labour swiftly and effectively.

Approval and Effective date

This policy was approved by the higher management on 05/03/2025 and is effective as of today.

ROYALE TOUCHE INDUSTRIES PRIVATE LIMITED 05-03-2025

ROYALE TOUCHE INDUSTRIES PRIVATE LIMITED

Regd. Office: ONE42, 401, North Tower, Near Jayantilal Park BRTS, Ambli Bopal Road, Ahmedabad - 380054, Gujarat, India
Factory: Survey No. 2604, Village: Dangarva, Taluka: Kadi, Dist: Mehsana, Pin Code 384450
Phone: 079 - 4750 7600 | 079 - 4001 7979 | **CIN NO. U20299GJ2022PTC128479** | Email: sales@royaletouche.com | **website:** www.royaletouche.com