

Prohibition of Employment of Child Labour

Athena Cars and Tours Pvt Ltd (“Athena”) endeavours to provide a conducive working environment that is characterized by equality and mutual respect. The company will not tolerate the use of child or forced labour, nor exploitation of children in any of its global operations and facilities.

The Child Labour (Prohibition & Regulation) Act, 1986 prohibits employment of children below the age of 14 years in 18 occupations and 65 processes and prohibits the engagement of children in certain employments and to regulate the conditions of work of children in certain other employments.

In the conduct of its business, Athena:

- Will not employ children that falls into the definition as stipulated by The Child Labour (Prohibition & Regulation) Act, 1986, notwithstanding any national law or local regulation.
- Will comply with all other applicable child labour laws, including those related to wages, hours worked, overtime and working conditions.
- Is against all forms of exploitation of children. The company does not provide employment to children before they have reached the legal age to have completed their compulsory education, as defined by the relevant authorities.
- Expects its business partners and associates to have and uphold similar standards and abide by local laws. Should violation of these Principles become known to Athena and not be remediated, we will take serious action, including discontinuation of the business relationship.
- It is the responsibility of local management and Human Resource Department to implement and ensure compliance with this policy at all Athena operations and facilities.

FOR Athena Cars and Tours Pvt Ltd.,

Director

Sreeharsha S D

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