



1. PURPOSE:

The purpose of this policy is to formally declare ACME Electric Switchgear L.L.C commitment to preventing and prohibiting child labour in all its operations and supply chain activities. The company upholds ethical employment practices that respect the rights, dignity, and wellbeing of all workers.

2. POLICY STATEMENT:

ACME Electric Switchgear L.L.C strictly prohibits the employment or engagement of any person below the legal minimum working age, as defined by the UAE Federal Labour Law.

The company is fully committed to:

- Ensuring that no child (under 18 years of age) is employed in any capacity, directly or indirectly.
- Promoting fair and legal employment practices among all employees, subcontractors, and suppliers.
- Taking immediate corrective action if any case of child labour is identified in its operations or supply chain.

3. SCOPE:

This policy applies to:

- All employees, including full-time, part-time, and temporary staff.
- All subcontractors, labour suppliers, and service providers.
- All suppliers and vendors providing goods or services to ACME Electric Switchgear L.L.C.

4. LEGAL FRAMEWORK:

This policy is guided by:

- **UAE Federal Decree-Law No. 33 of 2021, Article (5), Employment of Juveniles** (Labour Relations Regulation Law), which prohibits the employment of individuals below 15 years of age and regulates the employment of young persons aged 15–18.

5. IMPLEMENTATION GUIDELINES:

5.1	Recruitment & Verification	▪ During recruitment, HR shall verify the age of all employees through official identification documents (passport, Emirates ID, or birth certificate). ▪ No candidate under 18 years will be accepted for employment. ▪ Copies of age verification documents will be securely stored in personnel files.
5.2	Supplier & Subcontractor Compliance	▪ All subcontractors and suppliers must comply with this policy and confirm in writing that they do not employ child labour.



		▪ ACME reserves the right to audit subcontractors or terminate agreements if any violation is found. ▪ HSE and HR departments will jointly monitor compliance during site inspections and audits.
5.3	Awareness & Communication	▪ The Anti-Child Labour Policy will be communicated to all employees, suppliers, and contractors. ▪ It will be displayed prominently on notice boards in English, Arabic, and Hindi/Urdu where applicable. ▪ Training and awareness programs will be conducted annually for HR, procurement, and supervisory staff.
5.4	Reporting & Corrective Action	▪ Any employee or stakeholder who becomes aware of suspected child labour must immediately report it to HR or HSE. ▪ Reports will be investigated confidentially and promptly. ▪ If confirmed, the company will: ○ Remove the child from work immediately. ○ Support the child through coordination with local authorities or social organizations. ○ Review and strengthen internal controls to prevent recurrence.

6. MONITORING AND REVIEW:

- The HR and HSE departments shall jointly monitor compliance with this policy.
- Annual internal audits shall verify documentation and subcontractor adherence.
- The policy will be reviewed annually or upon updates to UAE labour laws.

7. COMMITMENT:

- ACME Electric Switchgear L.L.C believes that every child has the right to education, safety, and a childhood free from exploitation.
- The company is committed to ethical business practices and maintaining a socially responsible supply chain.

Prepared By:



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