

APEX FROZEN FOODS LTD.
Social Accountability Policies
NO FORCED AND CHILD LABOR POLICY

APEX FROZEN FOODS LTD is committed to ensuring that the recruitment and selection of workers/ labour of the company comply with Factories Act-1948.

- Minimum age for the recruitment of employees in APEX FROZEN FOODS LTD is 18 years to work in the farm. However an adolescent aged between 15 and 18 can be recruited for farm employment only after securing a fitness certificate from a medical doctor who is authorized. They are allowed only four hour's work period per day for children between 15 and 18 years and are also not allowed to work in night shifts and not involved in hazardous work. Also the work does not jeopardize school attendance.
- Men, women and the tender age of children are not forced to produce bonds or not forced by economic necessity or any other reason to enter into the work.

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APEX/L1/SAP/04	01	06/01/2025	01/06/2019	00.00	Page 1 of 1	Mr.B.Venkateswararao	Mrs.D.S.Madhavi