



Responsible Care®  
Our Commitment to sustainability.

## THE DHARAMSI MORARJI CHEMICAL CO. LTD

### YOUNG WORKERS POLICY

DMCC do not encourage employment of young workers. We respect and support the Indian Factory Act 1948, wherein child labor is strictly prohibited and employment of adolescents is conditionally restricted. Further, we do not encourage employment of both categories. During pre-scrutiny of job application, age factor is confirmed. All job applications must be submitted along with the evidence of Date of Birth (Birth certificate/Adhar Card / PAN Card / School leaving certificate/Passport/Driving License etc.) to verify the age. Child & adolescent visitors are not permitted to enter the factory premises. We strictly prohibit child labor in line with the Convention 138 (Minimum Age) and Convention 182 (Worst Form of Child Labor) of the International Labor Organization.

**Mr. Bimal Lalitsingh Gocaldas**  
Managing Director & Chief Executive Officer  
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