

## **Prohibition of Child Labor Policy**

1. Aragen is committed to upholding the principles of human rights and promoting the welfare of children within the organization and supply chain.
2. We have zero tolerance for deployment of child labor within our organization and supply chain.
3. We adhere to all applicable local, National and International laws and regulations regarding child labour.
4. The purpose of the policy is to prohibit the engagement of children in the workplace.
5. The policy applies to all employees/ Interns/ business partners (Contractors, Vendors and Suppliers) and any other individuals engaged by the organization. It covers all the locations and operations where the company conducts business.
6. All the employees, contractors, vendors, suppliers must provide valid age proof before employment or engagement.
7. We have procedures in place to verify the age to ensure compliance with the minimum age requirements.
8. Any suspected violation of this policy must be reported immediately via designated reporting channels.
9. This policy is publicly available throughout the Company and clearly communicated to all employees in a manner in which it can be understood through induction programs and policy manuals.

This policy will be communicated within Aragen, made available to the relevant interested parties, periodically reviewed and updated, as necessary.

Date: 1<sup>st</sup> August 2023

A handwritten signature in black ink, appearing to read "Suresh Anubolu".

Suresh Anubolu  
Chief Human Resources Officer