CREATIVE KNOTS
RUGS THAT MATTER
MANUFACTURER OF FINE HANDMADE RUGS

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No Child Labour Policy

Creative Knots is committed to the principles of protecting children from child labour exploitation. The Company believes that their future development and that of the communities and countries in which they live is best served through education and not child labour.

1. **Policy**

1.1. Creative Knots does not employ any person below the age of eighteen years at the workplace. The Company prohibits the use of child labour and forced or compulsory labour its global operations.

2. **Implementation**

2.1. In the conduct of its business, Creative Knots:

- Will comply with all relevant and applicable local and international labour regulations, treaties, conventions and principles relating to the protection, welfare and health & safety of children.
- Will not employ any person under the age of eighteen in any capacity in any industrial operation under its control.
- Will ensure that this Policy is publicly available throughout the Company and clearly communicated to all employees in a manner which can be understood.
- Will maintain employment records documenting all relevant details of its employees, including age, and make these records open to verification by any authorised personnel of relevant statutory body.
- Shall take appropriate measures to prevent the use of child labour in connection with its activities.
- Shall employ remedial actions in the case that child labour is uncovered to ensure appropriate follow-up and assistance for protection of the child's welfare.

3. This policy applies throughout Creative Knots In house operations, including our subsidiaries, if any, jointventures, and third-party suppliers. with in or off premises.