

FORCED/ BONDED LABOUR POLICY

1. BACKGROUND

Article 23(1) of the Indian Constitution prohibits "begar" and other similar forms of forced labor, stating that any violation of this prohibition constitutes an offense. The Bonded Labour System (Abolition) Act, 1976, was enacted by the Indian Parliament to abolish bonded labor and prevent the economic and physical exploitation of weaker sections of society.

Our Company is committed to providing a work environment that ensures every employee is treated with dignity, respect, and fairness. The Company strictly prohibits the use of forced labor and human trafficking in all its operations across the group, firmly upholding the principle of "NO FORCED/BONDED LABOUR."

2. SCOPE

This policy applies to all categories of Company employees, including management, workmen, apprentices, and contract employees, across all workplace premises and precincts, including offices and storage facilities.

3. POLICY

The Company ensures that all employees work voluntarily and does not engage in or support the use of forced labor.

The Company does not engage in or support the use of forced/bonded labor in any of its manufacturing or allied activities, whether current or future.

Employees have the right to leave the workplace after completing their standard workday and may terminate their employment with reasonable notice, in compliance with the Indian Bonded Labour System (Abolition) Act, 1976, and the Contract Labour (Regulation and Abolition) Act, 1970.

The Company and its labor suppliers must not withhold any part of an employee's salary, benefits, property, or documents to force continued employment.

The Company and its labor suppliers must not engage in or support human trafficking.

All employees must be informed of their employment terms, including job descriptions and working hours.

The Company does not engage with vendors or suppliers who use forced labor in their operations.

The Company will not permanently keep any original documents such as educational certificates, identity documents, or other personal documents but will only request them for verification purposes.



4. FORCED/BONDED LABOUR PREVENTION FRAMEWORK & COMPLIANCE

Any employee who becomes aware of a potential violation of this Policy must promptly report their suspicion to the Company. Employees who report potential misconduct or assist in inquiries or investigations are protected against retaliation.

The Company provides mandatory training through various forums and workshops to its suppliers and employees responsible for supply chain management, focusing on anti-slavery and anti-human trafficking. Suppliers must assess their operations and supply chains to ensure compliance with the Forced/Bonded Labour Act and other relevant requirements.

4.1. COMPLIANCE

Violation of this policy will not be tolerated and will result in disciplinary action, which may include suspension or dismissal from service.