

HUMAN RIGHTS POLICY

Free chosen employment

Ensure that employees work of their own free will and are free to leave the Company upon reasonable notice under the terms of their contract. There shall be no unreasonable restrictions on freedom of movement in the facility. All employment contracts are voluntary agreements. Forced, bonded (including debt bondage) or indentured labour, involuntary prison labour, slavery or trafficking of persons shall not be used. Workers will not be charged any fees for placement or recruitment. Employees working in overseas locations will have free and complete access to their own identity documents, passport and residency papers and enjoy freedom of movement as per law of the land.

No child labour policy

Comply with all appropriate local and international regulations on the restriction on the employment of child labour and the protection of young workers. There shall be no employment of anyone under the age of 18 for any position or under the minimum age for employment in the country, whichever is greatest. Workers under the age of 18 should not perform hazardous work and should not work night shifts or overtime as applicable in local laws and amended from time to time. This will be applicable to contractors/sub-contractors also.

Working hours

Working hours comply with local law.

Wages and benefits

Ensure compliance to the applicable local wage laws including those relating to minimum wages, overtime hours and legally mandated benefits.

Humane Treatment

There is to be no harsh or inhumane treatment, including any physical, sexual, psychological or verbal harassment or abuse against employees, suppliers or vendors.

Housing

Whenever workers are provided with housing, assure that all dormitories, hostels or other accommodations are comfortable, safe and hygienic.

Equal opportunity and Non discrimination

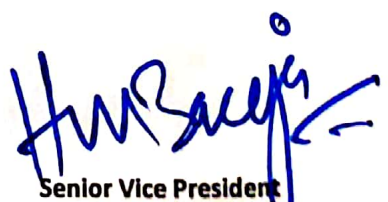
Company shall not engage in discrimination based on race, colour, age, gender, sexual orientation, ethnicity or national origin, disability, religion in hiring and employment practices such as wages, promotions, rewards and access to training.

Freedom of Association

Company respect the freedom of all employees to lawfully organise themselves into interest group, as provided under and in compliance with local laws in geographies where we operate. Workers and/or their representatives shall be able to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination or reprisal.

Health and Safety

All operations shall provide a healthful and safe working place for all.


Senior Vice President
Human Resources & Administration
1st January 2020