



Forced/Bonded Labour Prohibition Policy at the Workplace

VISION / COMMITMENT

Our Company is committed to providing work environment that ensures every employee is treated with dignity and respect and afforded equitable treatment.

Vardhman group strictly prohibits the use of forced labour and human trafficking in all Company operations across the group. The company strictly believes in **“NO FORCED LABOUR”**

SCOPE:

This policy applies to all categories of employees of the Company, including management and workmen, apprentices and employees on contract at our workplace, premises and precincts.

DEFINITION :

According to ILO norms, “Forced labour” is defined as work or service extracted from a person under threat or penalty, which includes penal sanctions and the loss of rights and privileges, where the person has not offered him or herself voluntarily. It includes slavery and abduction, misuse of public and prison works, forced recruitment, debt bondage and domestic workers under forced labour situations, and internal or international trafficking.

POLICY :

1. We ensure that employees working in our establishment/factory are doing so voluntarily and does not engage in or support the use of forced labour.
2. We do not engage or support the use of Forced / Bonded Labour in any of our manufacturing activities / allied activities whether in existence or to be opened in future.
3. The facility shall promote, advice and shall ask its sub contractor / vendors to discourage the engagement of Forced / Bonded Labour being clear case of violation of law of land.
4. Personnel shall have the right to leave the workplace premises after completing the standard workday, and be free to terminate their employment provided that they give reasonable notice to their employer. This is in compliance with Indian Bonded labour system (abolition) Act, 1976 and the contract labour (regulation and abolition) Act, 1970.



Vardhman

Delivering Excellence. Since 1965.

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5. Neither the company nor any entity supplying labour to the company shall withhold any part of any personnel's salary, benefits, property, or documents in order to force such personnel to continue working for the company.
6. Neither the company nor any entity supplying labour to the company shall engage in or support trafficking in human beings.
7. All employees are informed of the terms of their employment i.e. job description, hours of work etc.
8. A Labour Welfare Officer with specific responsibility to communicate, deploy, monitor and maintain the process and procedures aimed towards ensuring that forced labour is not used in the organization.
9. Company do not kept any original qualification documents of new employee or employees.

K V Patel

Chief General Manager (Operations)