Vishalfab (India) Private Limited recognizes the human rights of our workforce, communities and those affected by our operations wherever we do business

OBJECTIVES

Our Human Resource Policy is aimed at fostering socio-economic empowerment through inclusive growth. To adhere to the policy by respecting human rights and seeking to avoid involvement in human rights abuses, identifying, assessing and minimizing potential adverse impacts through due diligence and management of issues, and resolving grievances from affected stakeholders effectively.

We endeavour to achieve adherence to the human rights policy by:

- Maintaining positive legal compliance with applicable constitutional and regulatory human rights requirements
- Aligning our existing policies, processes and activities with our commitment to respect human rights, including those that apply to labour practices
- Ensuring full compliance with applicable wage, work hours, overtime and benefit law& Complying with applicable labour and employment laws wherever we operate
- Abiding by all laws and regulations regarding pay practices and the classification of employment according to job level and status
- Committing to protect the data privacy of employees (including ex-employees and retirees), customers and vendors.
- Creating awareness of the human rights amongst our employees at various levels of our operations through training and communication
- Striving to create workplace in which open and honest communications among all employees are valued and respected
- Engaging with all stakeholders in an inclusive, transparent and culturally appropriate manner on human rights concerns related to our business activities
- Maintaining workplace that is free from discrimination or harassment on the basis of race, sex, colour, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, political opinion or any other status protected by applicable law. & the basis for recruitment, hiring, placement, development, training, compensation and advancement at the Company is qualifications, performance, skills and experience.
- Prohibiting all forms of harmful child labour, forced / trafficked labour including prison labour, indentured labour, bonded labour, military labour, modern forms of slavery and any form of human trafficking

- Committing to maintain a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats. Security safeguards for employees are provided, as needed, and are maintained with respect for employee privacy and dignity.
- Developing the Grievance Redressal mechanism ensures that no reprisal or retaliatory action will be taken against any employee or stakeholder for raising concerns under this policy
- Bargaining through collective Bargaining process through which employees, organizations and trade unions can establish fair wages and working conditions, and ensure equal opportunities between women and men& maintaining Annual Review System of Employee performance
- Ensuring safe, healthy and productive workplace, in consultation with our employees, by addressing and remediating identified risks of accidents, injury and health impacts & Encouraging employees to highlight concerns or health/security hazards to the management.
- We are committed to extend living wage to all employees.

The company implement the above standards by incorporating it in related policies, processes and guidelines across all our business operations.

This policy shall be reviewed in line with any change in regard to Human Rights in India and Internationally.