



BHATE & RAJE CONSTRUCTION CO PVT LTD

Human Rights and Working Conditions Policy

Introduction

Bhate & Raje Construction Co. Pvt. Ltd. is committed to respecting human rights and upholding ethical work practices throughout our workplaces. We believe that human resource is our most important and high priority asset, and all personnel deserve to be treated with dignity and respect, and to work in a safe and healthy environment. This policy outlines our core principles and expectations regarding human rights and working conditions in our workplace.

Scope

This policy applies to all employees, contractors, suppliers, and other business partners of Bhate & Raje Construction Co. Pvt. Ltd.

Our Commitment to Human Rights

We are guided by the following principles:

- **Respect for Human Rights:** We respect the fundamental human rights of all individuals.
- **Non-discrimination:** We prohibit discrimination in hiring, compensation, promotion, or any other term of employment based on factors such as race, religion, gender, sexual orientation, disability, age, or national origin.
- **Freedom of Association:** We respect the right of workers to join or form associations and to bargain collectively.
- **No Forced or Child Labor:** All personnel working with us should be above 18 years of age. We do not tolerate forced labour, bonded labour, or child labour in any form.
- **Safe and Healthy Work Environment:** We are committed to providing a safe and healthy work environment for all employees. We will comply with all applicable health and safety laws and regulations.
- **Fair Wages and Benefits:** We will pay our employees fair wages and benefits that meet or exceed legal requirements.
- **Working Hours:** We will comply with all applicable laws and regulations regarding working hours, including maximum hours and rest periods.





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- **Recruiting:** We will follow a very straight forward and ethical way of recruiting – with importance and weightage being given for suitability, qualifications, experience, achievements, etc in the respective skill sets of the personnel being recruited.
- **Women Rights:** We respect the right of women to practise their chosen profession or to carry on any occupation trade or business of choice. Remuneration for work of same nature shall be equal irrespective of gender. We are committed to provide a safe working environment for women at the workplace, whether or not employees. We will not tolerate any sexual harassment.
- **Diversity, equity, and inclusion:** We are committed to workforce diversity, creating equity across our workplaces, and fostering & advancing a culture of inclusion. Our culture of belonging is about uniting different backgrounds, beliefs, abilities and experiences in an environment where everyone feels valued and works together to achieve meaningful outcomes.

Implementation

We will implement this policy through the following means:

- **Training:** We will provide training to our employees on human rights and working conditions.
- **Grievance Mechanism:** We will establish a grievance mechanism for reporting violations of this policy.
- **Monitoring and Reporting:** We will monitor compliance with this policy and report on our progress regularly.

Consequences of Non-Compliance

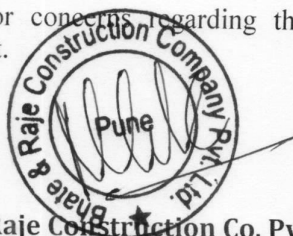
Violations of this policy will be taken on a very high level of seriousness. We will take disciplinary action against employees, or terminate relationships with suppliers, who violate this policy.

Review

This policy will be reviewed and updated on a regular basis.

Contact

For any questions or concerns regarding this policy, please contact the Human Resources department.



Bhate & Raje Construction Co. Pvt. Ltd.

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