

BHATE & RAJE CONSTRUCTION CO PVT LTD**LABOUR RELATON DIVERSITY & INCLUSION****Labour and human rights**

BRCCPL believes that all workers deserve to be treated with dignity and respect. We are expected to provide a fair and ethical workplace, which upholds high standards of human rights and integrates appropriate labour and human rights policies and practices into its business.

Anti discrimination

Subject to applicable laws, we are expected not to discriminate against any worker based on age, disability, ethnicity, gender, marital status, political affiliation, race, religion, sexual orientation, gender identity, union membership, or any other status protected by law, in hiring and other employment practices.

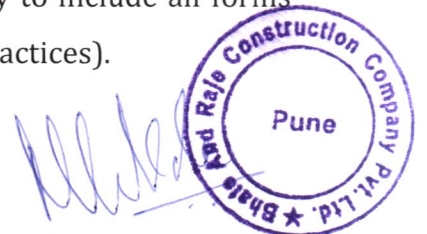
Anti harassment

We are expected to commit to a workplace free from workplace bullying, harassment, victimization and abuse. We are expected not to bully workers or threaten workers with, or subject them to, unlawful or inhumane treatment. This includes, but is not limited to, abuse and harassment which can be verbal, physical, sexual or psychological.

Human rights

We are expected to provide goods and services in a manner consistent with any applicable human rights obligations.

Consistent with relevant modern slavery legislation, we are expected to proactively identify, address and – where required by legislation – report on risks of modern slavery practices (defined broadly to include all forms of human trafficking, forced labour and slavery-like practices).



BHATE & RAJE CONSTRUCTION CO PVT LTD**Prevention of involuntary and underage labour**

We are expected to ensure that all work is undertaken without coercion not use any form of forced, bonded or indentured labour; and employ only workers who are the applicable minimum legal age.

All use of temporary and outsourced labour should be within the limits of the law.

Working hours, wages and benefits

We must follow all applicable laws and regulations with respect to wages, working hours and workers compensation insurance; ensure that all workers receive their legally mandated minimum wages, benefits, and time off for legally recognized holidays; and pay workers' wages as required under applicable laws in a timely manner and not be expected to use wage deductions as a disciplinary measure. All overtime is expected to be reasonable and paid at the rate and in accordance with the applicable laws.

Freedom of association and collective bargaining

We are expected to freely allow workers to associate with others, form and join associations of their choice and bargain collectively, or engage in any lawful industrial activity without interference, discrimination, retaliation or harassment.

