

	UNITECH PLASTO COMPONENTS PRIVATE LIMITED	Doc No	UPCL/ESG/D/01Q
		Date of Doc	08/01/2024
		Rev No	00
	FORCED LABOUR POLICY	Supersede	00

1. Objective and Purpose of the Policy:

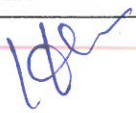
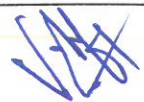
Unitech Plasto Components is committed to respecting and protecting the fundamental human rights of all employees and stakeholders, in compliance with relevant laws and regulations.

2. Scope of the Policy:

This policy applies to all the employees including contract employees who were employed in the Unitech Plasto components and its operation.

3. Policy/Guidelines:

- Unitech Plasto components does not engage or support the use of forced labor in our operation but not limited supply chain.
- The personnel are not required to pay 'Deposits' or lodge identification papers with the company upon commencing employment at Unitech Plasto Components.
- Neither the Unitech Plasto Components nor any entity supplying labour contractors to the Company withholds any part of any personnel's salary, benefits, property, or documents in order to force such personnel to continue working for the Company.
- All employees of the Unitech Plasto components have the right to leave the workplace premises after completing the standard workday, or earlier, if necessary, under emergency conditions and are free to terminate their employment provided they give one-month advance Notice to the Management.
- Neither Unitech Plasto components nor any entity supplying labour to the Company support/engage in trafficking in human beings.

PREPARED BY	REVIEWED BY	APPROVED BY
HR	PLANT HEAD	MANAGING DIRECTOR
		

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4. Communication and Training:

The terms of employment are communicated to the employees and the Management ensures the understanding and acceptance of the same by all concerned.

5 Review of Policy:

Forced Labour Policy has to be approved by MD. The Organization reserves the right to modify and/or review the provisions of this Policy from time to time, in order to comply with applicable legal requirements or internal policies, to the extent necessary.

PREPARED BY	REVIEWED BY	APPROVED BY
HR	PLANT HEAD	MANAGING DIRECTOR
