PUKHRAJ ADDITIVES LLP

FREEDOM OF ASSOCIATION & COLLECTIVE BARGAINING POLICY

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Purpose

Pukhraj Additives LLP recognizes and respects the rights of employees to freely associate, form or join lawful organizations, and participate in collective bargaining, where permitted by applicable laws. The Company is committed to maintaining open communication, mutual respect, and constructive dialogue with employees while complying with all applicable labour laws and statutory requirements.

Scope

This policy applies to all employees, trainees, contract workers, and other personnel working for or on behalf of Pukhraj Additives LLP.

Policy Statement

Pukhraj Additives LLP respects the right of employees to freely associate, join or refrain from joining any lawful organization or workers' representative body of their choice without fear of discrimination, intimidation, harassment, or retaliation. The Company supports open communication between employees and Management and is committed to resolving workplace concerns through fair dialogue, consultation, and the Company's Grievance Redressal Mechanism. Where collective bargaining is recognized under applicable laws, the Company shall engage with employee representatives in good faith and in accordance with statutory requirements.

Responsibility

The Human Resources Department and Management shall ensure the effective implementation of this policy. Any employee who believes their rights under this policy have been violated may report the matter through the Company's Grievance Redressal or Whistle-blower Mechanism. All concerns shall be treated confidentially and investigated impartially.

Employee representatives shall be permitted to perform their representative functions without discrimination, intimidation, harassment, or retaliation. No employee shall face adverse treatment solely for participating in lawful employee representation activities.

The Company shall provide reasonable opportunities for employees and their representatives to communicate workplace concerns, suggestions, and matters of common interest through established communication and consultation mechanisms, including the Works Committee, as applicable.

PUKHRAJ ADDITIVES LLP

Approved By



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