PUKHRAJ ADDITIVES LLP

ANTI-SLAVERY & HUMAN TRAFFICKING POLICY

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1. Purpose

The purpose of this policy is to demonstrate the Company's commitment to preventing **modern slavery, forced labour, bonded labour, and human trafficking** within its operations, supply chain, and business relationships.
The Company upholds the highest ethical and human rights standards in all activities.

2. Scope

This policy applies to:

- All employees (permanent, temporary, contractual)
- Apprentices, trainees, interns
- Contract labour, agency workers, and outsourced personnel
- Vendors, suppliers, service providers, and subcontractors
- Any third parties working for or with the Company

3. Definition of Modern Slavery & Human Trafficking

- Modern slavery includes:
- Forced or involuntary labour
- Bonded labour (debt bondage)
- Human trafficking for labour or sexual exploitation
- Restriction of movement or confinement
- Withholding identity documents (passports, Aadhaar, etc.)
- Coercion, threats, or exploitation
- Child labour below legal age
- Work under unsafe or degrading conditions

4. Company Commitment (Zero Tolerance)

The Company strictly prohibits:

- Use of forced, bonded, trafficked, or child labour
- **Recruitment through coercion or fraud**
- Charging recruitment fees to workers
- Confiscation or retention of identity documents
- Delayed or withheld wages
- Threats, abuse, or exploitation
- Subcontractors using illegal labour practices
- Any violation will result in disciplinary action, contract termination, and legal reporting.

5. Ethical Recruitment & Employment Practices

- All employment must be voluntary.
- No recruitment fees shall be charged to workers.
- Identity documents must always remain with employees.
- Employment terms must be explained in a language workers understand.
- Workers must have the freedom to resign as per law.
- No worker shall be forced to work excessive hours.

6. Prevention of Forced and Compulsory Labour

The Company shall ensure that no employee or contract worker is subjected to forced, bonded, compulsory, involuntary, indentured, or otherwise exploitative labour.

No worker shall be required to surrender, deposit, or allow the Company or its contractors to retain original identity documents, passports, Aadhaar cards, or other personal documents as a condition of employment. Copies of documents may be maintained only where required for legitimate employment, statutory, or administrative purposes.

The Company shall not charge employees or contract workers any recruitment fee, employment deposit, security deposit, or other payment as a condition of obtaining or retaining employment.

Employees and contract workers shall be free to resign or terminate their employment in accordance with applicable law and agreed employment terms, without unlawful restriction, coercion, or unreasonable penalty.

Wages and other lawful employment payments shall be processed and paid through the Company's established payroll arrangements and shall not be unlawfully withheld as a means of compelling a worker to continue employment.

Overtime, where applicable, shall be performed in accordance with applicable law, Company procedures, and operational requirements and shall not be imposed through force, threats, intimidation, or coercion.

No employee or contract worker shall be subjected to threats, intimidation, violence, restriction of movement, harassment, or any other form of coercion for the purpose of compelling them to perform work.

Approved By



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