

	BHARAT BALANCING WEIGHTSS & CO			ANNEXURE	
	APPROVED BY	DOCUMENT NO	ISSUE NO	ISSUE DATE	REVISION NO.
	MD	BBW/ANX/64	01	5/1/2024	00

BHARAT BALANCING WEIGHTSS & CO

Coimbatore

HUMAN RIGHTS POLICY

BBW is committed to the following policy that ensures the human rights of its employees are always respected.

1. Prohibition of Forced Labor

Labor of all people working at BBW shall be voluntary. BBW shall not force its employees to sign an employment contract and work.

2. Prohibition of Child Labor

BBW shall not allow children to work. It shall not have its employees under 18 years of age engage in a job which is likely to endanger their health and safety. Details are given in our Policy on Restriction and Remediation on Child Labour.

3. Consideration for Work Hours


BBW shall respect the Indian Labour Laws given by Indian Government and adequately control work hours, holidays and vacation by observing the applicable laws and regulations.

4. Adequate Wages

BBW shall pay salaries to its employees by respecting all the wage-related laws stipulating the minimum wage, overtime compensation and legal benefits as per Indian Labour Laws from time to time.

5. Prohibition of Inhuman Treatment

BBW shall prohibit sexual harassment and abuse, corporal punishment, physical and mental coercion, verbal abuse and harassment, and inhuman treatment of employees.

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6. Prohibition of Discrimination

BBW shall prohibit discrimination in employment and labour by reason of race, ethnicity, nationality, descent, skin colour, age, sex, sexual orientation, presence/ absence of handicaps, pregnancy, religion, political orientation, marital status, family status and infection of HIV or AIDS.

7. Employees' Right to Organize

BBW respects employees' right to organize as a means of labour-management consultation on labour environment, wage levels and other relevant matters in line with local laws and regulations.

8. Safe and Healthy Working Environment

BBW, based on the BBW Safety, Health and Environment Basic Policy, shall place top priority on industrial safety and health of employees for them to work safely, and endeavour to prevent accidents and disasters as well as physical and mental diseases.

9. Grievance Handling

BBW ensures smooth channels to receive grievance from internal and external partners. Grievances are recorded and actions are taken. Periodically it is reviewed by the Managing Director.

10. Respect for Human Rights in Security Operations

Human rights abuses by security providers can include the use of excessive force against workers and indigenous peoples, illegal surveillance, discriminatory behavior, unauthorized arrest and detention, etc. BBW has established a channel to communicate with stakeholders and enable the submission of complaints about security measures. Human rights training is provided to security forces to prevent human rights abuses by security personnel

5/1/2024


Managing Director