

	Triton Valves Limited	Prohibition of Forced Labour at Workplace	Version : 02
	Mercara Road, Belavadi		Effective Date: 01.01.2024
	Mysore 570 018		Revision Date: 01.01.2024
		Policy No: TVL/HR Policy and procedure/2024/06	

Objectives

This policy demonstrates our commitment to ensuring that all work performed within our organization and throughout our supply chain is free from forced labour, bonded labour, debt bondage, human trafficking, slavery, and any other form of compulsory labour.

Policy Statement

We are committed to respecting human rights and conducting business ethically and responsibly. We prohibit all forms of forced labour and expect our employees, contractors, suppliers, and business partners to uphold the same standards.

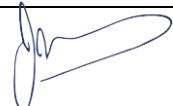
Scope

This policy applies to:

- All employees, including permanent, temporary, contract, and migrant workers.
- Contractors, subcontractors, recruitment agencies, and suppliers.
- All business operations and supply chain activities.

Principles

1. TVL ensures that employees working in its facility are doing so voluntarily and does not engage in or support the use of forced labour.
2. The company shall not engage in or support the use of forced or compulsory labour as defined in ILO Convention 29, nor shall employees be required to pay deposits or lodge identification papers with the company upon commencing employment.
3. Neither the company nor any entity supplying labour to the company shall withhold any part of any personnel's salary, benefits, property, or documents in order to force such personnel to continue working for the company.
4. Employees shall have the right to leave the workplace premises after completing the standard workday and be free to terminate their employment, provided that they give reasonable notice to their employer. This is in compliance with the Indian Bonded Labour System (Abolition) Act, 1976, and the Contract Labour (Regulation and Abolition) Act, 1970.
5. Neither the company nor any entity supplying labour to the company shall engage in or support trafficking in human beings.

	Prepared By	Approved By
Name	Praveen K S	Aditya M Gokarn
Signature		
Designation	AGM – HR & Admin	Chairman & Managing Director

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6. All employees are informed of the terms of their employment, including job descriptions, hours of work, wages, and other employment conditions, and are not expected to work beyond these hours without their consent.
7. Employees are not required to work on any holiday or perform overtime without their consent.
8. The company does not retain any original qualification certificates, identity documents, or other personal documents of new or existing employees.
9. No work or service shall be extracted from any person under threat, coercion, or penalty.
10. Employees shall not be deprived of their rights and privileges, and all work shall be performed voluntarily.

Responsibilities

- **Management:** Ensure implementation of this policy and allocate adequate resources.
- **Human Resources:** Verify ethical recruitment practices and maintain fair employment conditions.
- **Procurement:** Assess suppliers for compliance with this policy and include forced labour requirements in supplier agreements.
- **Employees:** Report any suspected incidents of forced labour or unethical practices.

Reporting and Grievance Mechanism

Workers and stakeholders may report concerns confidentially without fear of retaliation. All complaints will be investigated promptly, and appropriate corrective actions will be taken.

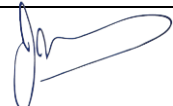
Supplier Expectations

Suppliers and contractors must:

- Comply with all applicable labour laws.
- Prohibit forced labour and human trafficking.
- Allow audits or assessments when required.
- Take corrective action if violations are identified.

Compliance

Violations of this policy may result in disciplinary action, termination of employment, or termination of business relationships with suppliers or contractors.

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Name	Praveen K S	Aditya M Gokarn
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Designation	AGM – HR & Admin	Chairman & Managing Director