

	Century Panels Limited, Badvel	Core Labour Policy
		Version : 02 Date: 02-06-2025

Century Panels - Core Labour Policy

a) Child Labour

We need to make our contractors and others with whom we have a substantial involvement strongly aware of the standards, which we expect from them.

We shall ask for non-involvement in child labour from our contractors. If in doubt/ as required, Company will monitor their employment practices through surveys and document verification before joining.

We committed for:

- Does not employ child labour or support the Child Labour.
- The minimum age for recruitment of all levels of employees shall be 18 years and above in accordance with Indian Child Labour prohibition and regulation act 1986 (act 61 of 1986), The factories act 1948, ILO convention 138 & Recommendation (Minimum age & Recommendation)
- Will not expose Children or young workers to any situations – in or outside of the workplace – that are hazardous or unsafe to their physical and mental health and development.
- Will ensure that any contract employees engaged through contractors and working in our factory shall also be above the minimum age as per the regulation.
- Will ensure remediation for the children found any working in our factory as per the Child Labour remediation procedure.

b) Forced Labour

- Company will not make use of slave, forced or compulsory labour in any form.
- The company will ensure that employees are free to resign
- Ensure that all feasible measures are taken to prevent workers from falling into debt bondage through company loans.
- Company will refrain from retaining the personal papers of its employees (for e.g. - passport, Aadhar card, educational certificates etc)
- We need to make our contractors and others with whom we have a substantial involvement strongly aware of the standards, which we expect from them.
- We shall ask for non-involvement in forced labour from our contractors. If in doubt/ as required, Company will monitor their employment practices through surveys and document verification.

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c) Freedom of association and right to collective bargaining

- It is the choice of each employee as to whether or not they wish to join a trade union, and company respect those choices.
- Freedom of Association is enshrined under Constitution of India in the Trade Union Act. Century Code of Conduct on regulatory compliance requires Company to comply with all laws of land and go beyond compliance wherever possible. In this spirit, freedom of association is engrained in Company's Values.
- Employees doing the same work to the same standards of flexibility and productivity will receive comparative remuneration and employment conditions, whether employed under individual or collective agreements
- Company does not interfere with the rights of workers to express themselves freely, nor their right to access information, which enable them to perform their work properly

d) Protection from discrimination

Company employs on the basis of job requirements and does not discriminate on grounds of age, ethnic or social origin, gender, sexual orientation or religion. Company may make exceptions to favour local employment where local laws provide.

- **Age**
Company will not discriminate, directly or indirectly, based on the age of the person. Company will ensure not to treat anyone less favourably because of their actual or perceived age.
- **Gender**
Company will not discriminate on the basis of gender on any aspect of employment (hiring, pay, job assignments, promotions, layoff, training, fringe benefits, and any other term or condition of employment).
- **Marital Status**
Company will not discriminate because of marital status (i.e. single, married, in a de facto relationship, separated, divorced or widowed)
Company will treat fairly and not ask discriminatory questions that point to marital status or family issues.
Men & women, without any limitation, have the right to marry as per the local laws.
- **Differently abled**
All differently abled will be treated with dignity and respect.
Company will provide necessary facilities that should be available to disabled people that include blind, partially blind and handicapped (whether physically or mentally)
Company will not do such things, which expose differently abled to undue hardships (for eg: asking them to lift heavy objects etc.)

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➤ **Race**

Company will not tolerate any racial harassment like racial slurs, offensive or derogatory remarks about a person's race or color, or the display of racially- offensive symbols
While defining and implementing policies, the sensitivity to traditions/ cultural aspects needs to be ensured.

➤ **National/ Regional origin and ancestry**

Company will not discriminate on the basis of origin/ancestry on any aspect of employment (hiring, pay, job assignments, promotions, layoff, training, fringe benefits, and any other term or condition of employment).

Company will allow workers to speak their own language in the workplace when this does not interfere with their ability to fulfil their job responsibilities or adversely impact workplace health, safety or security.

➤ **Regional status**

Company will respect language, culture and values of indigenous people

Company may engage in positive discrimination towards indigenous people for vocational training, employment and education.

Company will strive to achieve the free and informed consent of indigenous people to proceed with developments.

➤ **Religion & Spiritual practice– In respecting this right, Company will ensure:**

To reasonably accommodate an employee's religious beliefs or practices, unless doing so would cause more than a minimal burden on the operations of the business.
(Examples of some common religious accommodations include flexible scheduling, voluntary shift substitutions or swaps, job reassignments, and modifications to workplace policies or practices)

No offensive remarks about a person's religious beliefs or practices.

➤ **Sexual orientation:**

Company will not collect data on sexual orientation.

No discrimination will be made based on the sexual orientation of the person.

➤ **HIV/AIDS:**

Compliance:

The Company's policies on HIV/AIDS with regard to its employees will, at a minimum, comply with all relevant Central and State legislation and the Company will implement all policies and directions of the Government regarding HIV/AIDS whenever issued Safe and Healthy Workplace:

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Non-discrimination:

The Company will not discriminate against any employee infected by HIV/AIDS with regard to promotions, training and other privileges and benefits as applicable to all employees. A HIV positive employee will be allowed to continue to work in his/her job unless medical conditions interfere with the specific job being done, in which case reasonable alternative working arrangements will be made; or the employee is incapacitated to perform his/her duties and is declared medically unfit by a medical doctor, in which case the employee will be assisted to rehabilitate himself/herself outside the Company.