



SAPTAGIR CAMPHOR PRIVATE LIMITED

AN ISO 9001:2015 CERTIFIED COMPANY

COLLECTIVE BARGAINING POLICY

SCOPE

This Collective bargaining policy is applicable to all the employees of Saptagir (including independent contractors, temporary workers and similar).

RESPONSIBILITIES

The responsibility of implementing the contents of the policy and to make the necessary updates, as required lies with the management.

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING POLICY

SCPL ensures for freedom of association and rights for collective bargaining:-

- No recognised Trade Unions except for employee union prevail in our plant. If any Unions are formed, Representatives are elected by the workmen and officially communicated to the Organization and their representation is accepted and invited for all negotiations.
- Worker participation is ensured in statutory committees like works committee, safety committee, canteen committee, sexual harassment committee etc.
- The right of all employees to form and join trade unions of their choice and to bargain collectively is respected and facilitated.
- Maintain better conditions for employees through cordial relations and meeting their legitimate demands.
- Worker Representatives are never subjected to any discrimination, harassment, intimidation, or retaliation of some reasons and that these representatives have access to their co-workers in the workplace.
- The members of this committee are never discriminated against and management does not interfere in their activities.
- Worker Representatives are allowed during the regular working hours to pursue their activities.
- There was also no case of victimization of employees in the organisation.

SCPL shall strive to put efforts for promoting awareness on Freedom of association in our employees and related interested parties.

This policy shall be reviewed for every three years or before based on the necessity for its suitability and updated as necessary.

Approved by

J. Vijaya Kumar
(Director)

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