



BHARAT ALUMINIUM COMPANY LIMITED
Commercial Department, Admin. Building ,
Balco Nagar, Korba - 495684 Chhattisgarh State, INDIA.

MODER SLAVERY ACT COMPLIANCE

- Designated personnel who is responsible for labour welfare and labour law
- written policies for facility covering the aspects such as : child labour, forced labour, human trafficking, sexual exploitation
- impart training on labour laws, child labour, forced labour, sexual exploitation, human trafficking and slavery to workers including contract workers
- practice of keeping original documents (like identity documents, passport etc.)/ Financial deposits in form of recruitment fees from workers
- ensure that all employees (including contractors) are provided with understandable appointment/ employment letters and the employment agreement terms contain the termination clause exercisable by the employees also workers/ employees are paid minimum wages as per the prescribed applicable laws
- have disciplinary policies and procedures that contain any corporal (physical) punishment
- If workers working excessive overtime beyond legal limits then maintain the records for overtime working of all employees and suitably compensate them as per the local labour laws
- mandated social benefits provided to all workers including contract workers (as applicable as per local laws such as Provident Fund, Employees Sate Insurance)
- All employees to are entitled to paid holiday and paid sick leave (which is not deducted from employees' holiday allowance) and these arrangements are in accordance with national law or as

otherwise agreed (for example with workers' unions / workers' representatives).

- defined expectations from suppliers for compliance to local labour laws (by way of agreement, declaration etc.)
- company have mechanisms/ practices/policies in place for recording, investigation, processing, and settling the grievances of employees in relation to human rights/sexual exploitation