

Policy on Prevention of Forced, Bonded, and Compulsory Labour & Human Trafficking

VIL-POL-FBL-27

Rev. No: 01, Effective Date: 01.01.2026



Objective:

To ensure that the company does not engage in, support, or tolerate **forced labour, bonded labour, compulsory labour, or human trafficking** in any form within its operations or supply chain.

Scope:

This policy applies to all employees, contract workers, suppliers, subcontractors, and business partners associated with the company.

Policy Statement:

1. Prohibition of Forced & Bonded Labour:

- ✚ The company strictly **prohibits** any form of **forced, bonded, or involuntary labour**, including situations where workers are compelled to work against their will through **threats, coercion, debt bondage, or withholding of wages/documents**.
- ✚ All employment must be **freely chosen**, and employees shall have the **right to terminate their employment** with reasonable notice as per applicable laws.

2. Prohibition of Human Trafficking:

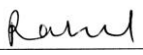
- ✚ The company has a **zero-tolerance policy** toward **human trafficking** and shall not engage in, facilitate, or benefit from any form of **exploitation**.
- ✚ Any **supplier or contractor** found involved in human trafficking or forced labour practices will face **immediate termination of business relations**.

3. Freedom of Movement:

- ✚ Employees shall not be **restricted** from leaving company premises or returning to their place of residence after work hours.
- ✚ The company shall not **confiscate** or **withhold** employees' **passports, identity documents, or work permits** as a condition of employment.

4. Ethical Recruitment Practices:

- ✚ All recruitment shall be **transparent, voluntary, and free of coercion**.
- ✚ The company shall ensure that **no recruitment fees** are charged to employees, particularly migrant workers.
- ✚ Employment contracts shall be provided in a **language understood by the employee** and shall clearly outline **wages, benefits, working conditions, and job responsibilities**.

Prepared by	Kundan Dubey Sr. GM (PO)	Date: 01.01.2026	Sign.: 
Checked/approved by	Rahul Mutha Managing Director	Date: 01.01.2026	Sign.: 

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5. Wages & Working Conditions:

- ✚ Employees shall receive **fair wages** in compliance with **minimum wage laws** and shall not be subjected to **unlawful wage deductions** as a means of control.
- ✚ Working hours and overtime shall comply with **labour laws**, ensuring that employees do not work under **duress or excessive hours**.

6. Supplier & Contractor Compliance:

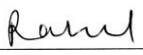
- ✚ All **suppliers, contractors, and business partners** must comply with this policy and applicable **labour laws**.
- ✚ The company reserves the right to **audit suppliers** to ensure compliance and take corrective action against any violations.

7. Grievance Mechanism & Whistleblower Protection:

- ✚ A **confidential grievance mechanism** shall be available for employees to report concerns regarding **forced labour or human trafficking** without fear of retaliation.
- ✚ Any reports will be investigated promptly, and appropriate **corrective measures** will be taken.

Enforcement & Review:

- ✚ The company shall conduct **regular audits and risk assessments** to identify and eliminate risks of forced labour or human trafficking.
- ✚ Any **violations of this policy** will result in **disciplinary action**, including termination of employment or contracts.
- ✚ This policy shall be **reviewed periodically** to align with **legal and ethical standards**.

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