

T&R Human Rights Policy -



Respect for Human Rights

Respect for human rights is a fundamental value of T&R Company. We strive to respect and promote human rights with our employees, supplier. Our aim is to help increase the enjoyment of human rights with in the communities in which we operate.

Diversity and Inclusion

We value and advance the diversity and inclusion of the people with whom we work. We are committed to equal opportunity and are intolerant of discrimination and harassment. We work to maintain workplaces that are free from discrimination or harassment on the basis of race, sex, colour, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, political opinion or any other status protected by applicable law. The basis for recruitment, hiring, placement, development, training, compensation and advancement at the Company is qualifications, performance, skills and experience.

We do not tolerate disrespectful or inappropriate behaviour, unfair treatment or retaliation of any kind. Harassment is not tolerated in the workplace and in any work-related circumstance outside the workplace.

Safe & Healthy Workplace-

The safety and health of our employees is of paramount importance. Our policy is to provide a safe and healthy workplace and comply with applicable safety and health laws and regulations, as well as internal requirements. We work to provide and maintain a safe, healthy and productive workplace, in consultation with our employees, by addressing and remediating identified risks of accidents, injury and health impacts.

Workplace Security-

We are committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats. Security safeguards for employees are provided, as needed, and are maintained with respect for employee privacy and dignity.

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CONTINUATION SHEET

Forced Labour & Human Trafficking-

We prohibit the use of all forms of forced labour, including prison labour, indentured labour, bonded labour, military labour, modern forms of slavery and any form of human tracking.

Child Labour-

We prohibit the hiring of individuals that are under 18 years of age for all positions.

Work Hours, Wage & benefit –

We compensate employees competitively relative to the industry and local labour market and in accordance with terms of applicable laws. We work to ensure full compliance with applicable wage, work hours, overtime and benefits laws.

Guidance & Reporting for employees-

We strive to create workplaces in which open and honest communications among all employees are valued and respected. The Company is committed to comply with applicable labour and employment laws wherever we operate. The Company also ensures employees are aware of the Human Rights Policy through training and an annual certification process.

For Transformers & Rectifiers (I) Ltd.

Authorized Signatory.