



Prasad & Company
(Project Works) Private Limited



HUMAN RIGHTS POLICY



1. PURPOSE

Prasad & Company (Project Works) Pvt. Ltd. affirms its unwavering commitment to respect, promote, and protect human rights in every aspect of its business operations, consistent with Indian law and internationally recognized human rights standards. This policy ensures that all employees, workers, contractors, suppliers, and stakeholders are treated with dignity, fairness, and equality without exception.

2. SCOPE

This Human Rights Policy is applicable to:

- All employees (permanent, temporary, and contractual)
- Labour and workers engaged by subcontractors and third parties
- Suppliers, vendors, and business partners
- All project sites, offices, and operations throughout India

3. LEGAL AND POLICY FOUNDATION

The policy upholds:

- The Constitution of India including Fundamental Rights provisions
- The Universal Declaration of Human Rights (UDHR)
- Relevant International Labour Organization (ILO) Conventions
- Key Indian labour legislation including Minimum Wages Act, 1948; Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996; and the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH Act)

4. POLICY STATEMENT

We are committed to:

- A workplace free from discrimination, harassment, forced labour, bonded labour, child labour, or any form of exploitation
- Providing fair wages not less than statutory minimums with timely payment
- Ensuring working hours, rest periods, and overtime comply fully with applicable labour laws
- Maintaining safe and healthy working conditions according to all regulatory safety standards



- Respecting freedom of association and the right to collective bargaining as guaranteed under Indian law
- Implementing zero tolerance towards harassment or abuse, supported by robust grievance redressal and POSH committees
- Promoting sustainable community engagement and minimizing environmental impact

5. KEY PRINCIPLES

a. Non-Discrimination and Equal Opportunity

Employment decisions including recruitment, training, promotion, and compensation shall be based on merit without regard to gender, caste, religion, race, disability, or social background, consistent with constitutional anti-discrimination safeguards.

b. Child Labour and Forced Labour Prohibition

Employment below the age of 18 is strictly prohibited. Use of forced, bonded, trafficked, or involuntary labour is not tolerated anywhere in operations, ensuring compliance with the Child Labour (Prohibition and Regulation) Act and bonded labour laws.

c. Fair Wages and Compliance with Labour Laws

All wages comply with the Minimum Wages Act and related laws, ensuring payment on legally mandated intervals. Employment contracts will stipulate terms compliant with Indian labour regulations.

d. Health, Safety, and Welfare

We provide safe working environments under the Building and Other Construction Workers Act and related health and safety standards, including training, protective equipment, and incident reporting.

e. Freedom of Association

Employees have the right to join or form trade unions and participate in collective bargaining without reprisal, protected under Indian labour law.

f. Prevention of Harassment and Abuse

Harassment or abuse is prohibited by the POSH Act and internal policies. The company has established a confidential Grievance Redressal Mechanism and a POSH Committee to handle complaints promptly and fairly.



g. Community and Environmental Responsibility

We acknowledge responsibility to local communities by avoiding adverse social and environmental impacts, supporting sustainable development aligned with Indian environmental laws.

6. ADDITIONAL LEGAL PARAMETERS

a. Data Protection and Privacy

The company commits to compliance with the Information Technology Act, 2000, and associated rules regarding protection of employees' and stakeholders' personal data. Personal information shall be collected, stored, processed, and shared only with lawful consent and for legitimate business purposes, safeguarding confidentiality and privacy rights.

b. Anti-Corruption and Ethical Conduct

Prasad & Company (Project Works) Pvt. Ltd. strictly prohibits any form of bribery, corruption, or unethical business conduct in compliance with the Prevention of Corruption Act, 1988, and related laws. All employees and partners must uphold integrity, transparency, and accountability in all dealings.

c. Migrant and Contract Labour Compliance

The company ensures full compliance with the Migrant Labour Act, Contract Labour (Regulation and Abolition) Act, 1970, and other applicable regulations governing recruitment, welfare, and employment conditions of migrant and contract labourers, guaranteeing rights to fair wages, safe work environments, and social security benefits.

d. Alcohol, Substance Abuse, and Workplace Conduct

Use, possession, or influence of alcohol or illegal substances during work hours or on company premises is strictly prohibited per applicable Indian laws and company policy. Violators face disciplinary action including termination.

e. Right to Privacy and Surveillance

Workplace surveillance and monitoring, if conducted, comply with legal standards ensuring respect for the right to privacy under Indian laws and occur only for legitimate business reasons with appropriate transparency.

7. IMPLEMENTATION AND COMPLIANCE

- The Human Resources Department and Site Management teams are responsible for implementing this policy across all levels.



- Regular training on human rights, labour laws, and ethical conduct will be provided to all employees, contractors, and suppliers annually.
- Workplace audits, safety inspections, and employee interviews will ensure ongoing compliance.
- Contracts with subcontractors and suppliers will legally mandate adherence to this human rights policy with specified consequences for breaches.

8. GRIEVANCE REDRESSAL MECHANISM

Employees, contractors, and stakeholders may report concerns confidentially without fear of retaliation. All complaints will be investigated promptly, impartially, and remedied in line with legal obligations and company policy.

9. CONTINUOUS REVIEW AND IMPROVEMENT

This policy will undergo periodic review, at least annually, to ensure alignment with evolving laws, international standards, and best practices. Feedback from employees and stakeholders will be incorporated to promote continuous improvement.