



SEVABHAV | EXCELLENCE | CREDIBILITY

HUMAN RIGHTS & LABOUR

WELFARE POLICY

CORPORATE SUSTAINABILITY STRATEGY



MAX ESTATES LIMITED



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Sustainability Strategy, scan
the QR code

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1. INTRODUCTION

Policy for protection of Human rights and ensuring welfare of employees and labour/workforce deployed at projects.

2. PURPOSE

This policy is aimed at ensuring the respect towards Human Rights and welfare of employees, labours and workforce deployed across sites and locations owned and operated by Max Estates Limited or its subsidiaries.

3. SCOPE

3.1 Major inclusions and exclusions

- This policy is applicable for workforce/ labour deployed across sites/ locations owned and operated by Max Estates Limited and/or its subsidiaries.
- This policy is to be complied with by the organization and all contractors, service and manpower providers who are working with the organization through a registered contract/agreement.
- This policy in future will extend to all projects/ developments taken up by the organization or its subsidiaries.

4. TARGETS AND COMMITMENTS

This policy is aligned to the Max Estates Limited's philosophy of *WorkWell & LiveWell* and guided by our values of *Sevabhav, Credibility and Excellence*. The philosophy and Values extend to the larger workforce deployed at project sites, engaged in construction, operation, and maintenance of our assets.

This policy has been designed and is to be implemented in letter and spirit to ensure:

- **Respect for and championing human rights with dignity of work and labour.**
- **Prohibition of employment of children below certain age as stipulated in the applicable state and national law(s)/ statutory provisions.**
- **Prohibition of forced/bonded labour and exploitation of labour/workers in any form and in compliance with the applicable state and national law(s).**
- **Compliance by Contractor(s), service and manpower providers with above mentioned guidelines in the policy pertaining to Child and bonded/forced labour and all other statutory provisions as applicable in compliance with the state and national law(s).**

- **The organization will refrain from engaging with any contractor, service and manpower providers who is found to have engaged in any activity in contravention of this policy in the past.**
- **Development and welfare of workforce/ labour deployed at sites/locations.**
- **Amenities and facilities for employees and workers/labour over and beyond those stipulated under the law, encompassing proper working conditions, safety gears and equipment needed to carry out the work, rest area, drinking water, toilets, canteen/ place to have food, provision for healthcare needs at sites in case of untoward incident/accident.**
- **Workers have freedom to communicate their needs, requirements and concerns to the site in charge.**