

Preamble -

“Reliable – Walk the Talk” - We recognize society as an important stakeholder of our company. As a responsible corporate citizen, RELIABLE is committed to act in a socially responsible manner and to demonstrate the commitment to this Code of Conduct Policy which is designed on the fundamentals of International Labour Organization (ILO) Conventions.

This Code of Conducts are applicable to all Reliable Autotech employees.

RELIABLE AUTOTECH Vision -

We shall be a world-class engineering company operating in multiple domains serving the needs of the customers in diverse sectors to achieve sustainable multi-fold growth.

RELIABLE AUTOTECH Mission –

Our mission is to provide exceptional value to our customers by being a total solution provider in engineering products & services.

We are committed to long term sustainable growth by adopting world-class practices embedded in total quality culture.

We believe in being responsible towards our employees and the communities in which we operate.

RELIABLE AUTOTECH Core Values –

The culture of any Company is largely defined by the Core Values it adopts and lives by. We at RELIABLE live by 4 Core Values -

- Employee Success
- Respect & Trust
- Customer Focus
- Passion for Excellence

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	RELIABLE AUTOTECH PRIVATE LIMITED CODE OF CONDUCT POLICY	Effective From - 04-Dec-2023
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Our Code of Conducts –

1. Compliance with all applicable Laws -

RELIABLE AUTOTECH strives to comply with all the laws applicable to it and all the employees & establishments of RELIABLE AUTOTECH are committed to demonstrate it time to time.

2. Conduct - I: Non-Harassment & Abuse

Requirement:

The top management of Reliable assures to provide a working environment free of harassment & abuse.

Methodology:

RELIABLE AUTOTECH is an equal employment opportunity company and is committed to create a healthy working environment that enables employees to work without fear of prejudice, gender bias and sexual harassment and abuse. The Reliable also believes that all employees of the Company have right to be treated with dignity. Any type of harassment at the workplace or other than workplace if involving employees is a grave offence and is, therefore, punishable. Reliable will not tolerate misconduct by any employee, subcontractor, or client, which harasses, disrupts, or interferes with another's work or creates an offensive or hostile work environment. No employee shall be subject to physical, sexual, psychological, or verbal harassment or abuse.

Legal Enforcement:

RELIABLE AUTOTECH is Enforcing and complying the Sexual Harassment of Women at workplace (Prevention, Prohibition and Redressal) Act, 2013

Reporting method in case of misconduct:

In case any employee observes, comes across or affected under harassment / abuse by anybody in the organization, he/she can immediately bring it to the notice of his/her Division Head / Corporate Function Head/ Business Centre Head /HR head for further course of actions. For communication he/she can use any of the available communication media.

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Following are some of the examples of the type of misconduct:

- Making comments, jokes, gestures, or statements that are sexual in nature and considered unacceptable by another individual (including epithets, derogatory comments, slurs, or other sexually oriented comments, indirect remarks, or offensive actions).
- Making unwelcome or unwanted sexual advances including verbal nonverbal, letters, phone calls, e-mail, messaging through SMS, patting, pinching, brushing up against, hugging, cornering, kissing, fondling, molestation, or any other similar physical contact considered unacceptable by another individual) & displaying sexually suggestive objects, pictures, posters, cartoons, or gestures.

Guidelines in case of misconduct:

After receiving a violation concern from a victim, the respective Division Head / Corporate Function Head / Business Center Head shall meet & in consultation with Head – Human Resources to initiate investigation of the incidence. Based on the investigation report submitted by the investigation committee, the further decisions will be taken. The decision taken by the top management will be final & binding on the employee. However, the employee found guilty can opt for legal procedures to his satisfaction level.

Retention period:

The records related to incident investigation shall be retained by HR for minimum of 36 months period from the date of incidence.

3. Conduct II: Non-Discrimination

Requirement:

Reliable shall not discriminate employees & shall treat all in a fair & just manner.

Methodology:

Reliable maintains a policy of prohibiting discrimination by treating all employees on their merit, performance & their capability, competence while in the employment and while hiring too without discriminating them on their Ethnicity, Age, Gender, Race, Color, Marital status, association with any trade organization, Physical disability, Political opinion, Cast, Religion, Maternal/Paternal status or National or Social origin or any other consideration

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made unlawful by the Government or any Indian Law. In addition, all human resource actions in such areas as compensation, employee benefits, transfers, layoffs, training and development, and other welfare measures are to be administered objectively, without discrimination on any of the above criteria. Each Member for which, Discrimination (Employment and Occupation) Convention, 1958 No.111 is in force undertakes, by methods appropriate to national conditions and practice. Any distinction, exclusion or preference in respect of a particular job based on the inherent requirements thereof shall not be deemed to be discrimination

Reference:

Recruitment Process
Interview Score Sheet
Appointment Letter

Article 15 (1) & (2) of Constitution of India

Discrimination (Employment and Occupation) Convention, 1958 (No. 111)

Reporting method in case of misconduct:

In case any employee observes or comes across discrimination towards anybody in the organization, he/she can immediately bring it to the notice of his/her Divisional Head / Business Center Head / Corporate Function Head / Head-HR for further course of actions. For communication he/she can use any of the available communication media of Reliable.

Following are some of the examples of the type of discrimination:

- Instructing or encouraging Reliable Group employees to knowingly place, accept, or fill up internal or external vacancy by discriminating any applicant or employee based on details mentioned in methodology.
- Placing symbol, word, or code on any document (other than a document required or authorized by law) to indicate the favors to an applicant or employee.
- Make any form of discrimination as detailed in the methodology during promotion, transfers or termination.

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Guidelines in case of misconduct:

In case any incidence of discrimination is observed or reported, respective Division Head / Corporate Function Head / Business Center Head shall meet & in consultation with Head – Human Resources to initiate investigation of the incidence. Based on the investigation report submitted by the investigation committee, the further decisions will be taken. The decision taken by the top management will be final & binding on the employee/s. However the employee found guilty can opt for legal procedures to his satisfaction level. Any measures affecting an individual who is justifiably suspected of, or engaged in, activities prejudicial to the security of the State shall not be deemed to be discrimination, provided that the individual concerned shall have the right to appeal to a competent body established in accordance with national practice.

Retention period:

The records related to incident investigation shall be retained by HR for minimum of 12 months period from the date of incidence.

4. Conduct III: No Child Labour & Forced Labour

Requirement:

Reliable does not engage in and condone the unlawful employment or exploitation of children in the workplace. In accordance to The Factories Act-1948, person below 18 yrs of age is not recruited for any type of employment. Reliable does not tolerate any type of forced or involuntary Labor. In accordance to the Minimum Age Convention, 1973 (No. 138) and Each Member which ratifies this Convention shall specify, in a declaration appended to its ratification, a minimum age for admission to employment or work within its territory and on means of transport registered in its territory; subject to Articles 4 to 8 of this Convention, no one under that age shall be admitted to employment or work in any occupation. The minimum age specified in pursuance of paragraph 1 of this Article shall not be less than the age of completion of compulsory schooling and, in any case, shall not be less than 15 years.

For the purposes of this Convention the term forced or compulsory labour shall mean all work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily.

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Methodology:

Reliables' recruitment policy ensures that no child labor/forced labor is engaged at the work place. Before recruitment, required age Proof documents like School Leaving Certificate or Education Certificates are verified & photocopy of the same is retained in their personal file.

Reference:

Recruitment Process
 Personal File of Employees.
 Undertaking
 Contract Wages Agreement.

Minimum Age Convention, 1973 (No. 138)
Forced Labour Convention, 1930 (No. 29)

Reporting method in case of violation:

In case anybody observes child labor/forced labor in the company premises, it should be immediately reported to Location HR/Division/CF head at the plant. For communication he/she can use any of the available communication media of Reliable. Forced labor can be defined as poisoned, bonded & other forms of working against one's own will or choice.

Any measures affecting an individual who is justifiably suspected of, or engaged in, activities prejudicial to the security of the State, provided that the individual concerned shall have the right to appeal to a competent body established in accordance with national practice.

Guidelines in case of violation:

If any such incident is reported, Head-HR shall take further actions in consultation with ER.

Retention period:

The records related to incident investigation shall be retained by HR for minimum of 36 months period from the date of incidence.

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5. Conduct IV: Working hours, Breaks, Leaves & Holidays

Requirement:

Reliable truly believes in Work-Life balance of all employees. In accordance with The Factories Act 1948, no adult worker shall be required or allowed to work in a factory for more than 48 hrs in any week.

Methodology:

A workday including overtime is never longer than 12 hours.

Working hours: Location specific and have been displayed at appropriate places.

Weekly off : Saturday for all employees for Nashik location.

Weekly off : Sunday for all employees for Chakan and Pithampur location.

The whole of the staff / employees employed in any this industrial undertaking, or in any Division / Branch thereof shall, except as otherwise provided for by the Articles mentioned in Weekly Rest (Industry) Convention, 1921 No.14, enjoy in every period of seven days a period of rest comprising at least twenty-four consecutive hours. This period of rest shall, wherever possible, be granted simultaneously to the whole of the staff / employees. It shall, wherever possible, be fixed so as to coincide with the days already established by the traditions or customs of the country or district where Reliable Autotech plants existed.

Leaves are provided to all employees as per Leave policy of Reliable which is displayed on our HRMS. Workmen are recognized by the “Best availability” award during their monthly appreciation meeting at respective Division’s.

Paid Holidays are: 8 including 3 National holidays’ i.e 26th Jan, 1st May & 15th Aug and rest of the 5 festive holidays are mutually decided with location Heads considering their location wise festivals and business needs.

Maternity Leave Benefit:

Women employee who has worked for more than the period of 6 months with Reliable is eligible for Maternity leave benefit in accordance to Maternity Benefits Act 1961 in accordance with the separate policy in existence.

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Reference:

- Bio-metric attendance recording & Payroll module/ Time Attendance and Leave Management rules
- Leave module
- Leave Policy
- Work Life Balance Policy
- Best Availability Policy
- C-off Policy
- Diwali extra working compensation policy
- Leave sanctioning authority

Weekly Rest (Industry) Convention, 1921 No. 14

Reporting method in case of violation:

In case anybody feels that he/she is illegally forced to work extra, it should be immediately reported to the concerned Division Head/ Corporate Function Head /Business Center Head or Head-HR. For communication he/she can use any of the available communication media of Reliable. i.e. Bolana.

Guidelines in case of violation:

Whenever a concern of extra working hour is received, the concerned Division Head/ Corporate Function Head /Business Center Head or Head HR shall meet & decide further course of actions. Habitual absenteeism cases are handled by Location HR in consultation with the Division Heads & in accordance with the prevailing labour laws.

Retention period:

The records related to the incident investigation shall be retained by HR for a minimum of 2 years period from the date of incidence. Habitual absenteeism case handling record shall be maintained by the HR for minimum of 36 months period.

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6. Conducts V: No Gifts & Bribe

Requirement:

Reliable is committed to maintain honest & trustworthy relationship with all the stakeholders.

Methodology:

Reliable and its employees shall neither receive nor offer or make, directly or indirectly, any illegal payments, gifts during the traditional festive seasons, or comparable benefits that are intended, or perceived, to obtain uncompetitive favors for the conduct of its business . It might be customary, at times, to give or exchange unsolicited gifts during certain corporate events. An association with supplier’s /customer’s representatives at lunch, dinner or business organization meetings is most helpful in establishing better business understanding, and hence it is not unethical.

Any employee who is offered or receives a payment or gift shall refuse it or return it to the giver in a tactful and dignified manner, advising the giver that such acceptance is prohibited in Reliable’s code of conduct.

Reporting method in case of violation:

In case, if any employee observed offering or accepting Gifts & bribes, it should be immediately reported to the Head HR.

Guidelines in case of violation:

After reporting of such incidence, concerned Head HR shall investigate the matter. Based on the investigation report, the appropriate disciplinary action shall be taken with the consent of the Top management.

Retention period:

The records related to incident investigation shall be retained by the HR for minimum of 12 months period from the date of incidence.

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7. Conduct VI : Communication

Requirement:

Reliable believes in clear & transparent communication across the organization.

Methodology:

Reliable encourages & appreciates open door communication. All suggestions, improvements, grievances or concerns of employees are duly respected & taken care. Employees can use any of the following communication media.

- Personal interactions
- Intercoms
- Mobile/SMS
- E mails
- Bolana link on our intranet site
- Suggestion boxes provided at various locations in the company premises
- Whistle Blower Policy

8. Conduct VII: Integrity & Confidentiality

Requirement:

Reliable values the principles of Integrity, Honesty and Confidentiality in all aspects of business.

Methodology:

At all times, every employee of a Reliable shall ensure the integrity of data or information furnished by him/her to the company &/or to the stakeholders.

We protect the confidentiality of customer's/employees written and electronic records and other sensitive information. We ensure that all confidential soft/hard records are stored in a secure location and are not available to others who are not authorized to have access.

We also take precautions to ensure and maintain the confidentiality of information transmitted to the suppliers/subcontractors using computers, electronic media, photocopies, telephones and telephone answering machines, and other electronic or

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computer technology.

Reference:

- IT policy
- Confidentiality & Non Disclosure Agreement

Reporting method in case of violation:

In case any employee observed disclosing confidential information, it should be immediately reported to the concerned Division/Corporate Function Head.

Guidelines in case of violation:

After reporting of such incidence, concerned Division/Corporate Function Head and Head HR shall investigate the matter. Based on the investigation report, the appropriate disciplinary action shall be taken with the consent of Top management.

Retention period:

The records related to incident investigation shall be retained by the HR for a minimum of 12 months period from the date of incidence.

9. Conduct VIII: Freedom of association and collective bargaining

Requirement:

Reliable respects the workmen’s right to join “Reliable employees union” With this Reliable provides a platform to the workmen to share & get resolved their grievances & workplace issues speedily. In accordance to Freedom of Association and Protection of the Right to Organize Convention, 1948 (No.87) and No. 98 Reliable accepts the organization of workers or of employers for furthering and defending the interests of workers or of employers. Reliable does not interferes between the Workers to join organizations of their own choosing without previous authorization. Workers' shall have the right to draw up their constitutions and rules, to elect their representatives in full freedom.

We do agree that the Workers shall enjoy adequate protection against acts of anti-union discrimination in respect of their employment.

Methodology:

The Union committee members meet with the management at decided frequency to discuss

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their grievances & workplace issues. Records of such meetings are maintained by IR dept. The mutually agreed actions are implemented.

Reference:

- The records of meetings with the committee members and with the Management.
- Freedom of Association and Protection of the Right to Organize Convention, 1948 (No. 87)
- Right to Organize and Collective Bargaining Convention, 1949 (No. 98)

10. Conduct IX: Compensation

Requirement:

Reliable is committed to comply with the legal requirements as prescribed in the applicable laws.

Methodology:

All salary & wages are calculated with the help of Mpower Module, Payroll Module & Leave module. Payroll dept comply with the Salary disbursement policy & ensures that the salary & wages are disbursed on or before 7th of the every month. In accordance to Minimum Wage Fixing Convention, 1970 (No.131) Reliable Autotech undertakes to establish a system of minimum wages which covers all groups of wage earners whose terms of employment are such that coverage would be appropriate. Company has ensured after full consultation with the representative Organizations of employers and the workers concerned, where all groups of wage earners has been covered. Workmen covered and employed in this organization has given the freedom of collective bargaining

Reference:

- Mpower Module, Payroll module, Bio-metric attendance recording, Leave module, Salary & reimbursement disbursement policy.
- Minimum Wage Fixing Convention, 1970 (No. 131)

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Reporting method:

Employees having any issues related to salary & wages can directly report it to Payroll dept.

Guidelines to resolve issues:

After receipt of issues Function Head-IR to take immediate actions & resolve issues to the satisfaction of the employees.

Retention period:

The records related to incident investigation shall be retained by Function Head-IR for minimum of 12 months period from the date of incidence.

11. Conduct X: Environment, Occupational Health & Safety

Requirement:

Reliable shall adopt environment friendly business processes fostering Health & Safety of the Stakeholders. At all times, "Safety" is treated as a Non negotiable objective in Reliable & addressed on top most priority.

Methodology:

All procedures, formats, documents are followed & records of the same are well maintained as defined under EOHS System. Sustenance is ensured by conducting Internal Audits & MRM at defined frequency. Employee Health Checkups are conducted at defined frequency as detailed in health check up Policy.

RELIABLE AUTOTECH provides best infrastructure to their employees and ensure proper working conditions to balance their objectives.

Reference:

- EOHS Manual
- EOHS Procedures
- EOHS Documents/Modules
- EOHS Formats
- EOHS Records
- EOHS Management Programs

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- BCA/WCA Medclaim policy & GPA coverage
- Safety guidelines

Reporting method:

Non compliance to various policies, certifications and systems are reported through various defined formats/records like NCR raised in internal audit, Legal register with compliance monitoring, mock drill reports, Incident reporting etc. Summary of NCRs is reported in MRM.

Guidelines in case of non compliance:

The concerned department head is expected to take actions on non conformities raised at various stages.

Retention period:

The records related to incident investigation shall be retained by HR for a minimum of 12 months period from the date of incidence.

12. Conducts XI: Corporate Social Responsibilities

As a corporate citizen Reliable management is aware of its social responsibility. Reliable’s commitment to ISO14001:2015, ISO 45001:2018, certifications bodies and other policies and its system is one of the ways to demonstrate the commitment. Additionally Reliable also participates in the fund raising events that support social causes. Blood donation, Tree plantation, Donation to NGOs, Educational assistance to orphan children, etc are some of the CSR activities happening in Reliable. Employee participation in the activities like Blood donation, Tree plantation is encouraged.

PENAL PROVISIONS FOR BREACH OF CONDUCT

A breach of any conduct may lead to disciplinary action including dismissal under appropriate circumstances as per applicable laws.

Exceptions: Any exceptions to the norms laid down in this Policy may be at the discretion of the Management.

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Contact: All queries and clarifications on the policy and procedures may be referred to the concern HR Dept or Corporate HR.

Amendments: The Company reserves the rights to change/ amend / add /delete/ modify this Policy in whole or in part, at any time without assigning any reason whatsoever. The Employees acknowledge that they will not be personally advised of any such change/ amendment / addition /deletion/ modification. The Employees are advised to check for any such change/ amendment / addition /deletion/ modification regularly. The Employees hereby unconditionally agree to all such changes / amendments / additions / deletions / modifications

International Labour Organization (ILO) Standards for reference:

- **C087 - Freedom of Association and Protection of the Right to Organize Convention, 1948 (No. 87)**

In this Convention the term organization means any organization of workers or of employers for furthering and defending the interests of workers or of employers. Workers and employers, without distinction whatsoever, shall have the right to establish and, subject only to the rules of the organization concerned, to join organizations of their own choosing without previous authorization. Workers' and employers' organizations shall have the right to draw up their constitutions and rules, to elect their representatives in full freedom, to organize their administration and activities and to formulate their programs. The public authorities shall refrain from any interference which would restrict this right or impede the lawful exercise thereof. Workers' and employers' organizations shall not be liable to be dissolved or suspended by administrative authority. Workers' and employers' Organizations shall have the right to establish and join federations and confederations and any such Organization, federation or confederation shall have the right to affiliate with international Organizations of workers and employers. In exercising the rights provided for in this Convention workers and employers and their respective Organizations, like other persons or organized collectivities, shall respect the law of the land.

- **C098 - Right to Organize and Collective Bargaining Convention, 1949 (No. 98)**

Workers shall enjoy adequate protection against acts of anti-union discrimination in respect of their employment. In particular, acts which are designed to promote the establishment of workers' Organizations under the domination of employers or employers' Organizations, or to support workers' Organizations by financial or other means, with the object of placing such Organizations

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under the control of employers or employers' Organizations, shall be deemed to constitute acts of interference within the meaning of this Article. Such protection shall apply more particularly in respect of acts calculated to—(a) make the employment of a worker subject to the condition that he shall not join a union or shall relinquish trade union membership (b) cause the dismissal of or otherwise prejudice a worker by reason of union membership or because of participation in union activities outside working hours or, with the consent of the employer, within working hours. Workers' and employers' Organizations shall enjoy adequate protection against any acts of interference by each other or each other's agents or members in their establishment, functioning or administration. In particular, acts which are designed to promote the establishment of workers' Organizations under the domination of employers or employers' Organizations, or to support workers' Organizations by financial or other means, with the object of placing such Organizations under the control of employers or employers' Organizations, shall be deemed to constitute acts of interference within the meaning of this Article.

- **C138 - Minimum Age Convention, 1973 (No. 138)**

Each Member which ratifies this Convention shall specify, in a declaration appended to its ratification, a minimum age for admission to employment or work within its territory and on means of transport registered in its territory; subject to Articles 4 to 8 of this Convention, no one under that age shall be admitted to employment or work in any occupation. Each Member which has ratified this Convention may subsequently notify the Director-General of the International Labour Office, by further declarations, that it specifies a minimum age higher than that previously specified. The minimum age specified in pursuance of paragraph 1 of this Article shall not be less than the age of completion of compulsory schooling and, in any case, shall not be less than 15 years. Notwithstanding the provisions of paragraph 3 of this Article, a Member whose economy and educational facilities are insufficiently developed may, after consultation with the Organizations of employers and workers concerned, where such exist, initially specify a minimum age of 14 years. Each Member which has specified a minimum age of 14 years in pursuance of the provisions of the preceding paragraph shall include in its reports on the application of this Convention submitted under article 22 of the Constitution of the International Labour Organization a statement-- (a) that its reason for doing so subsists; or (b) that it renounces its right to avail itself of the provisions in question as from a stated date.

- **C029 - Forced Labour Convention, 1930 (No. 29)**

Each Member of the International Labour Organization which ratifies this Convention undertakes

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to suppress the use of forced or compulsory labour in all its forms within the shortest possible period. 2. With a view to this complete suppression, recourse to force or compulsory labour may be had, during the transitional period, for public purposes only and as an exceptional measure, subject to the conditions and guarantees hereinafter provided 3. At the expiration of a period of five years after the coming into force of this Convention, and when the Governing Body of the International Labour Office prepares the report provided for in Article 31 below, the said Governing Body shall consider the possibility of the suppression of forced or compulsory labour in all its forms without a further transitional period and the desirability of placing this question on the agenda of the Conference. Article 2

1. For the purposes of this Convention the term forced or compulsory labour shall mean all work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily.

- **C131 - Minimum Wage Fixing Convention, 1970 (No. 131)**

Each Member of the International Labour Organization which ratifies this Convention undertakes to establish a system of minimum wages which covers all groups of wage earners whose terms of employment are such that coverage would be appropriate 2. The competent authority in each country shall, in agreement or after full consultation with the representative Organizations of employers and workers concerned, where such exist, determine the groups of wage earners to be covered 3. Each Member which ratifies this Convention shall list in the first report on the application of the Convention submitted under Article 22 of the Constitution of the International Labour Organization any groups of wage earners which may not have been covered in pursuance of this Article, giving the reasons for not covering them, and shall state in subsequent reports the positions of its law and practice in respect of the groups not covered, and the extent to which effect has been given or is proposed to be given to the Convention in respect of such groups 1. Minimum wages shall have the force of law and shall not be subject to abatement, and failure to apply them shall make the person or persons concerned liable to appropriate penal or other sanctions 2. Subject to the provisions of paragraph 1 of this Article, the freedom of collective bargaining shall be fully respected.

- **C014 - Weekly Rest (Industry) Convention, 1921 (No. 14)**

The whole of the staff employed in any industrial undertaking, public or private, or in any branch thereof shall, except as otherwise provided for by the following Articles, enjoy in every period of seven days a period of rest comprising at least twenty-four consecutive hours.

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2. This period of rest shall, wherever possible, be granted simultaneously to the whole of the staff of each undertaking.

3. It shall, wherever possible, be fixed so as to coincide with the days already established by the traditions or customs of the country or district.

- **C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111)**

For the purpose of this Convention the term discrimination includes--


(a) any distinction, exclusion or preference made on the basis of race, colour, sex, religion, political opinion, national extraction or social origin, which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation; (b) such other distinction, exclusion or preference which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation as may be determined by the Member concerned after consultation with representative employers' and workers' Organizations, where such exist, and with other appropriate bodies. 2. Any distinction, exclusion or preference in respect of a particular job based on the inherent requirements thereof shall not be deemed to be discrimination 3. For the purpose of this Convention the terms employment and occupation include access to vocational training, access to employment and to particular occupations, and terms and conditions of employment. Each Member for which this Convention is in force undertakes to declare and pursue a national policy designed to promote, by methods appropriate to national conditions and practice, equality of opportunity and treatment in respect of employment and occupation, with a view to eliminating any discrimination in respect thereof. Each Member for which this Convention is in force undertakes, by methods appropriate to national conditions and practice--(a) to seek the co-operation of employers' and workers' Organizations and other appropriate bodies in promoting the acceptance and observance of this policy (b) to enact such legislation and to promote such educational programmes as may be calculated to secure the acceptance and observance of the policy (c) to repeal any statutory provisions and modify any administrative instructions or practices which are inconsistent with the policy (d) to pursue the policy in respect of employment under the direct control of a national authority (e) to ensure observance of the policy in the activities of vocational guidance, vocational training and placement services under the direction of a national authority (f) to indicate in its annual reports on the application of the Convention the action taken in pursuance of the policy and the results secured by such action. Any measures affecting an individual who is justifiably suspected of, or engaged in, activities prejudicial to the security of the State shall not be deemed to be discrimination, provided that the individual concerned shall have the right to appeal to a competent body established in accordance with national practice.

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Recommended By	Title	Date of Recommendation	Signature
Sourabh Kane	Head of HR	04-Dec-2023	

Recommended By	Title	Date of Recommendation	Signature
Devendra Bapat	Director	04-Dec-2023	

Confidentiality:

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