

Policy on committee and Teams

1. Aragen aims at providing a safe and positive work environment to all employees at work and manage a healthy and cordial relationship between the management and workmen enroute a sustainable growth.
2. We respect the interests of our workmen and any grievances raised are dealt in a defined timeline and with complete confidentiality.
3. Disputes are handled in accordance with defined procedures and applicable legislations of the land.
4. This policy shall not be applicable for any kind of contest, dismissal, demotion, suspension or other disciplinary measure on the workers.
5. Aragen has a work committee which takes care of welfare of workmen, any related discussions on working conditions of employees and also represents them for collective bargaining and freedom of expression.
6. Contract employees are also part of works committee, making it inclusive. Awareness on works committee is promoted among all employees including contract employees.
7. Safety committee is constituted to ensure safe work environment and hygiene. Meeting cadence is defined to review safety at work intermittently
8. Canteen committee represents employees in their choice of food, quality of food, on time delivery and hygiene of food being served. A defined meeting cadence is followed by this committee the review related action points
9. We have established the process necessary to deliver the results in accordance with the requirements and implemented the process to ensure all disputes are handled effectively and legally.
10. We have measures to monitor the effectiveness of process against the requirement and take actions to continually improve the system.

This policy will be communicated within Aragen, made available to the relevant interested parties, periodically reviewed and updated, as necessary.

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Chief Human Resources Officer