

	Union to resolve issues if any.	<p>enhanced our dialogue with suppliers and vendors and service providers.</p> <p>2. Our manufacturing units have Safety Committee; all factory requirements are met as per statutory requirements. We have rolled out OHSAS 18001 across major operations of the company. A team of internal auditors has been trained.</p> <p>3. We have undertaken certain initiatives under our Affirmative Action (AA) Programme. The initiatives are in the areas of employability, employment, entrepreneurship and aid in education. Through AA the company focuses on creating employability in disadvantaged and underprivileged sections by upgrading the skill sets through mass technical training. We have given scholarships to Engineering students in the mechanical and electrical streams. We have trained underprivileged students in the maintenance of Room ACs.</p>
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Labour Standards

Principle 3

Business should uphold the freedom of Association and the effective recognition of the right to collective bargaining.	We have recognised Union. Collective bargaining through Employees Union and periodic negotiations are continuously on.	<p>1. VP-HR and his team interact with the collective bargaining group and wage revisions are effected as per the signed agreement.</p> <p>2. The employees are above the limits of the Bonus Act and only Ex-gratia is payable. The amount of Ex-gratia to be paid is under negotiation.</p> <p>3. We respect the bilateral process of negotiations. We have had numerous meetings with the elected managing committee of the Federation/Union during the last about two years in our process to resolve and reach an amicable settlement on the issues concerning Management and</p>
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