

<b>Health, Safety, Labor Law Compliance, and Industrial Relations Policy</b>		
<b>Title: Human Resource Management Policy</b>		<b>Chapter No.: GT/Labour law and IR Policy</b>
<b>Approved by:</b>	<b>Issued by:</b>	<b>Effective Date: 04-Jul-2023</b>
<b>Chairman/MD/Director</b>	<b>Corporate Office/ HR</b>	<b>Revision No.:01</b>
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		<b>Copy No.01</b>
<b>Supersedes: All previous policies and circulars related to ' Health, Safety, Labor Law Compliance, and Industrial Relations Policy' of Glosmos Technomerates LLP</b>		

## 1. Introduction

At **Glosmos Technomerates LLP**, the health, safety, and welfare of our employees, contractors, and stakeholders are of utmost importance. As a company involved in the supply, installation, and maintenance of security and safety systems, we are committed to ensuring full compliance with labor laws, health and safety regulations, and best practices in industrial relations. This policy outlines our commitment to the protection of health, safety, and the rights of employees, in line with national and international standards.

## 2. Compliance with Labor Laws and Health and Safety Standards

We adhere strictly to all applicable labor laws, health and safety standards, and industrial relations guidelines to ensure that our workforce is protected and treated fairly.

### 2.1 National Standards (India)

- **The Code on Wages, 2019:** Ensures fair wages, minimum wage compliance, timely payments, and equal remuneration for men and women.
- **The Industrial Relations Code, 2020:** Establishes the legal framework for harmonious industrial relations, promoting employee rights and smooth resolution of disputes.
- **The Code on Social Security, 2020:** Provides for social benefits such as provident fund, insurance, and gratuity for all employees.
- **The Occupational Safety, Health, and Working Conditions Code, 2020:** Focuses on workplace safety, health protocols, and welfare facilities, ensuring a safe work environment.



- **The Factories Act, 1948:** Governs safety protocols for factory workers, machinery safeguards, ventilation, and sanitation.
- **The Employees' Compensation Act, 1923:** Provides compensation to employees for injuries or occupational diseases acquired during employment.

## 2.2 International Standards

- **ILO (International Labour Organization) Convention 155:** Establishes the framework for occupational safety and health across all sectors.
- **ILO Convention 187:** Promotes a preventative safety culture, focusing on risk management.
- **ISO 45001:2018:** International standard for health and safety management, guiding us in minimizing risks and ensuring employee safety.
- **ILO Convention 98:** Protects the right to organize and collective bargaining, ensuring fair industrial relations.

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## 3. Health and Safety Responsibilities

### 3.1 Employer Responsibilities

- Ensure compliance with labor and safety laws at the national and international levels.
- Provide and maintain a safe working environment, including necessary equipment and tools.
- Conduct regular safety audits and risk assessments to identify hazards and implement corrective actions.
- Deliver health and safety training for all employees and ensure proper use of Personal Protective Equipment (PPE).
- Develop and implement a comprehensive **Emergency Response Plan (ERP)** for handling accidents or crises.

### 3.2 Employee Responsibilities

- Adhere to company safety protocols and national health and safety standards.
- Wear the appropriate PPE and report unsafe conditions or behaviors.
- Participate in safety training, emergency drills, and health check-ups.
- Comply with all applicable labor and safety laws, ensuring workplace safety for oneself and colleagues.

### 3.3 Contractor and Stakeholder Responsibilities

- Contractors must ensure their employees follow Glosmos Technomerates LLP's health and safety guidelines.



- All third-party stakeholders must conduct their own risk assessments and provide safety measures for their staff.
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## 4. Health and Medical Examinations

### 4.1 Pre-Employment Medical Examinations

- All new hires are required to undergo a **pre-employment medical examination** to ensure their fitness for the role, particularly those in physically demanding or hazardous environments.

### 4.2 Periodic Health Check-ups

- Employees working in high-risk environments, such as industrial installations, will undergo periodic health check-ups to monitor for occupational diseases and physical fitness.

### 4.3 Post-Incident Health Screening

- After any work-related injury or illness, employees may be required to undergo a medical evaluation before returning to work.
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## 5. Hazard Identification and Risk Management

### 5.1 Risk Assessment

- The company will regularly conduct **risk assessments** to identify hazards and establish preventive measures.
- Specialized risk assessments will be carried out for high-risk activities such as electrical installations, confined spaces, and working at heights.

### 5.2 Safe Work Procedures

- Safe work procedures will be developed and implemented for each job type, including fieldwork and machinery handling.

### 5.3 Emergency Preparedness

- Emergency drills and training will be regularly conducted, including fire evacuation, first aid, and on-site incident management.
  - A comprehensive **Emergency Response Plan (ERP)** will be in place to handle natural disasters, accidents, and critical incidents.
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## 6. Compliance with Labor Laws and Industrial Relations (IR) Policy

### 6.1 Fair Wages and Equal Opportunities

- The company is committed to ensuring compliance with the **Code on Wages, 2019**, which mandates timely payment of wages, equal pay for equal work, and adherence to minimum wage standards.
- We strictly follow the **Equal Remuneration Act, 1976**, ensuring no wage discrimination between male and female employees.

### 6.2 Industrial Relations Code Compliance

- Glosmos Technomerates LLP complies with the **Industrial Relations Code, 2020**, ensuring transparent and fair management of industrial relations, fostering a culture of respect and mutual understanding between the management and employees.
- All employees have the right to join trade unions and engage in collective bargaining without fear of retaliation or discrimination.

### 6.3 Grievance Redressal Mechanism

- A formal grievance redressal mechanism is in place to address concerns related to wages, working conditions, discrimination, or industrial disputes.
- The **Grievance Committee** will resolve complaints in a timely manner, in alignment with **The Industrial Relations Code, 2020** and other applicable labor laws.

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## 7. Personal Protective Equipment (PPE)

### 7.1 PPE Provision

- PPE, such as helmets, safety goggles, gloves, and harnesses, will be provided to employees and contractors as per **national (BIS - Bureau of Indian Standards)** and **international (ISO 45001)** standards.
- Employees working in high-risk environments (industrial, electrical, or chemical) will be equipped with specialized PPE.

### 7.2 PPE Training

- All employees will receive proper training on the correct use and maintenance of PPE. Non-compliance with PPE use will result in disciplinary action.

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## 8. Mental Health and Well-Being

### 8.1 Mental Health Support

- Glosmos Technomerates LLP provides access to mental health counseling and support services.



- Employees are encouraged to seek assistance for stress-related issues or mental health concerns without stigma.

## 8.2 Work-Life Balance

- The company promotes a healthy work-life balance and encourages employees to take time off when needed, as provided under the **Factories Act, 1948** and the **Maternity Benefit Act, 1961**.

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## 9. Training and Development

### 9.1 Health and Safety Training

- All employees will undergo mandatory health and safety training relevant to their roles, including emergency procedures, PPE use, and hazard identification.

### 9.2 Industrial Relations and Labor Law Training

- Periodic training on labor laws, employee rights, and industrial relations will be provided to ensure compliance and understanding of worker protections.

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## 10. Reporting Accidents and Violations

### 10.1 Accident Reporting

- Any workplace accident or injury must be reported immediately to the safety officer or HR Department.
- All incidents will be thoroughly investigated to prevent future occurrences.

### 10.2 Labor Law and IR Violations

- Employees may report any violations of labor laws or industrial relations practices to the HR Department or the **Grievance Committee**.
- The company will comply with the **Whistleblowers Protection Act, 2014**, ensuring confidentiality and protection for whistleblowers.

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## 11. Monitoring and Continuous Improvement

### 11.1 Safety Audits

- Regular safety audits and inspections will be conducted to ensure compliance with health, safety, and labor laws.

### 11.2 Continuous Improvement in Industrial Relations

- The **Industrial Relations Committee** will regularly assess the effectiveness of the company's industrial relations policies and recommend improvements to foster a harmonious work environment.



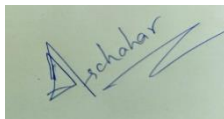
## 12. Conclusion

**Glosmos Technomerates LLP** is dedicated to maintaining the highest standards in health and safety, labor law compliance, and industrial relations. We strive to create a safe, equitable, and productive work environment that adheres to national and international standards. Employees and stakeholders are encouraged to actively participate in upholding these values, ensuring a healthy and lawful workplace for all.

**Together, we build a safe, fair, and compliant workplace.**

For Glosmos Technomerates LLP

Head HR



## Annexures

### 1. National Laws and Standards Referenced:

- The Code on Wages, 2019
- The Industrial Relations Code, 2020
- The Code on Social Security, 2020
- The Occupational Safety, Health, and Working Conditions Code, 2020
- The Factories Act, 1948
- The Employees' Compensation Act, 1923
- The Equal Remuneration Act, 1976
- The Whistleblowers Protection Act, 2014

### 2. International Standards Referenced:

- ILO Conventions 87, 98, 111, 155, and 187
- ISO 45001:2018

