

1. SCOPE:

The Anti-Forced Labor Policy of Ganesh Overseas Pvt. Ltd. (hereinafter called 'Ganesh Overseas' or the company) is a crucial component of our commitment to ethical business practices and human rights. This policy establishes the framework for eliminating forced labor from all facets of our operations and supply chain. Its scope is designed to ensure comprehensive adherence to our standards across all levels of our organization.

2. POLICY:

- a) The Company ensures that employees working in our organization are doing so voluntarily and do not engage in or support the use of forced labour.
- b) The Company do not engage or support the use of Forced Labour in any of our activities / allied activities whether in existence or to be opened in future.
- c) Personnel shall have the right to leave the workplace premises after completing the standard workday and be free to terminate their employment if they give reasonable notice to their employer.
- d) Neither the company nor any entity supplying labour to the company shall withhold any part of any personnel's salary, benefits, property, or documents to force such personnel to continue working for the company.
- e) Neither the company nor any entity supplying labour to the company shall engage in or support trafficking in human beings.
- f) All employees shall be informed of the terms of their employment i.e. job description, hours of work etc.
- g) The Company does not engage or support vendors & suppliers who resort to using forced labor in their operations.
- h) The Company shall not keep permanently any original documents like educational certificates, Identity documents, Date of Birth Certificates, Domicile documents etc. of any employee but will only ask for deposition of such documents for verification purposes only.

3. FORCED LABOUR PREVENTION & COMPLIANCE

Any employee who learns of a potential violation of this policy is required to report his or her suspicion promptly to the Company. Employees who report potential misconduct or who provide information or otherwise assist in any inquiry or investigation of potential misconduct shall be protected against retaliation. If confronted with such an incident for violation of this Policy, it must be immediately reported to the Company.



Authorized Signatory