



POLICY ON EMPLOYEE WELL BEING

OF

SOLAR INDUSTRIES INDIA LIMITED

PHILOSOPHY:

Solar Industries India Limited focuses on ensuring the well-being of all its employees. The company believes in giving its employees ample opportunities to perform as employee well-being is imperative to achieve a profitable growth. Ensuring diversity, preventing discrimination, safety and health are part of Solar`s Code of Conduct.

POLICIES:

DIVERSITY, EQUAL OPPORTUNITY AND FREEDOM OF ASSOCIATION:

1. The company shall provide and maintain equal opportunities at the time of recruitment as well as during the course of employment irrespective of caste, creed, gender, race, religion, disability or sexual orientation.
2. The Company will ensure continuous skill and competence upgrading of all employees by providing access to necessary learning opportunities on equal and non-discriminatory basis.
3. The Company has migrated from an era of industrial relations to employee relations. It respects the employees' right to freedom of association, participation and collective bargaining. Employees at all levels shall have freedom of association and be free to participate in collective bargaining.

PREVENTION OF CHILD LABOUR/ FORCED LABOUR AND HARASSMENT

1. The company will ensure that no child below the age of eighteen years is employed in the workplace ;
2. The company shall ensure that no employee is made to work against his / her will or to work as bonded/forced labour, or subjected to corporal punishment or coercion of any kind, related to work ;
3. The company shall create systems and practices to ensure a harassment free workplace where employees feel safe and secure in discharging their responsibilities.

EMPLOYEE WELL BEING:

1. The Company will also formulate schemes and policies to address health, superannuation issues and welfare needs of employees and their families.
2. The Company will provide workplace environment that is safe, hygienic and which upholds the dignity of the employee.
3. The Company will take cognizance of the work-life balance of its employees, especially that of women.

PUTTING INTO PRACTICE.....

- The policy shall be appropriately communicated within the Company across all levels and shall be displayed on the Company's website.
- The Human Resource Department along with the Functional Heads of Departments / Unit Heads of the Company shall be responsible for ensuring that the policy is implemented throughout the Company.
- Compliance of the Policy will be regularly monitored by Sustainability Compliance Review Committee (SCRC) and any grievances/ complaints with respect to violation of the policy shall also be reported to the SCRC. The report of the SCRC will be reviewed by the CSR Committee of the Board on yearly basis.

**Manish Nuwal
Managing Director &
Chief Executive Officer**