



TAB

EMPLOYMENT POLICY

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We recognize that employee development and welfare is vital the success of our company and the employees are considered part of the TAB INDIA GRANITES PVT LTD family.

Our Employment policy ensures that:

- 1) Selection is strictly on merit without any consideration for Cast, Creed, Gender, Religion, Race, Color, Provincial or National origin, Disability, Sexual orientation, Political opinion or other similar factors.
- 2) Child labor is strictly not allowed and appropriate safeguards are in place for all the workers, contractors and sub-contractors.
- 3) Working hours and other services conditions are designed for better health, environment and social conditions of employees and are in accordance with the prevailing applicable laws of the country.
- 4) Human Resources Development through further education and training is encouraged.
- 5) Workers are free to leave at any time.
- 6) Size of workforce:
- 7) Workforce recruited shall be within the permissible limit as specified in the factory License.

Age and Eligibility:

- 1) In no circumstances will any person below 18 years of age be employed in any activities.
- 2) For all workers appropriate safeguards for their Health, Safety, Development and Education shall be in Place.
- 3) The age of the employee shall be verified by any of the government issued identity cards like date of birth certificate, school leaving certificate, Aadhar card etc.
- 4) Any person who has been convicted of a criminal case or is mentally challenged shall not be employed.
- 5) Forced, prisoners and bonded labor shall not be employed.
- 6) At the time of joining the medical certification for the employee is conducted and in between also various medical examinations are conducted.
- 7) Staff working in canteen is tested for congenial diseases.
- 8) All round insurance of employees are taken at the cost of company, medical insurance / state insurance is also taken for better health of the employees, Kids, spouse and parents.
- 9) For health of women related to TAB (employee or family member) maternity insurance is taken , as still child birth complications are the highest source of death in young women,
- 10) Safety standards are strictly followed without any compromise at any cost.
- 11) For ailments at work area we have a Operational Health Clinic inside the factory campus.