

YASH GROUP

Labor & Human Rights Policy

At YASH , we are committed to respecting, protecting, and promoting labor and human rights. We strive to create a safe, fair, inclusive, and supportive workplace where every individual is treated with dignity, provided growth opportunities, and safeguarded through compliance with laws and international standards.

To fulfill these commitments, we shall:

- Ensure safe, clean, and ergonomic workplaces with strict Environment, Health & Safety compliance, regular health check-ups, PPE, and free transport & meals.
- Promote open communication through Employee Voice System (EVS), SAMPARK, and SAMVAAD forums, ensuring all concerns are addressed fairly.
- Encourage wellbeing and engagement through training, motivation, celebrations, team-building activities, and retention schemes including education support and career advancement.
- Maintain zero tolerance for child labor, discrimination, or unfair practices, ensuring equal opportunities for all employees and contract workers.
- Comply with Government-prescribed Minimum Wages, statutory benefits, and promptly implement wage revisions.
- Aim for **Zero Accidents** by enforcing safety standards and continuous monitoring.
- Align with ILO conventions, human rights frameworks, and local labor laws while addressing complaints promptly and transparently.

Harsh Patel
Director