 MAITRI LAB GROWN DIAMONDS The Future of Diamond	Force Labour Policy TRUSHNA EXIM 01/B Jariwala Compound, Sumul Dairy Road, Surat	Page No.:	Page 1/1
		Process Version. :	V: 01
Policy No: TE/HO/HR/018	Department: Human Resource	Issue Date:	01/12/2022
		Effective Date:	01/12/2022
		Review Date:	01/01/2024
		Revision No.:	1

Sr. No.	Date of Revision	Revision No.	Reason for Revision
01	01/01/2024	1	N/A

Purpose

Trushna Exim are fully committed to ensuring that forced or involuntary, bonded, indentured or prison labour, is not practiced nor used in any form at any of its facilities. All employees shall have the right to enter into employment voluntarily and freely, without the threat of a penalty.

Scope


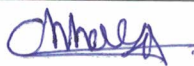

The policy is applicable for all units of Trushna Exim and covers all individual's entering the premises for employment with Trushna Exim.

Objective

The Company's principle of No Forced Labour is based on International Labour Organization (ILO) conventions and national laws and recognises regional and cultural differences. The Company forbids the use of coercion, violence, threat of penalties, or other intimidating practices like confiscation of personal documents (only copies) or wage punishments (information about wage cuts should be provided in the books). In pursuing this objective, the company will ensure that:

- The Universal Declaration of Human Rights that states that 'No one shall be held in slavery or servitude'

- ILO Convention 29, which defines forced or compulsory labour as ‘all work or service which is extracted from any person under the menace of any penalty, and for which the said person has not offered himself voluntarily’
- The Company may conduct regular audits in all its facilities and structures to ensure that no forms of forced labour are taking place in the workplace.
- The Company could also perform internal surveys or initiatives to encourage the employees to always report violations of its policies.
- All concerns related to the policy shall be freely raised and appropriately handled and followed up by the Company.
- Disciplinary process will be undertaken in accordance with all applicable local laws and other legal requirements.
- Any reported incidents relating to forced labour will be considered as a serious violation of the Business Policies.

OWNER	WRITTEN BY	APPROVED BY	MODIFICATION AUTHORITY
HR Department	HR Department	COO/CEO	COO/CEO
			



FOR, TRUSHNA EXIM

PARTNER/AUTHC