

Zircon Technologies India Ltd

ZIR/FACB/01

Policy on Freedom Of Association And Collective Bargaining

Zircon Technologies India Ltd as an Organization recognizes the right of workmen to form associations and join unions of their choice. Collective bargaining shall be the principal means of residing on the terms and conditions of the employees in the company. Receiving and addressing of grievances shall be as per the Organization Standing Orders.

Organization shall support formation of committees to address various workers' concerns.

The employee representatives of the association are provided with the opportunity to have the access to their members in the workplace as far as practicable without affecting the operations of the company. Organization ensures that employee representatives are not discriminated, harassed or , intimidated or retaliated against any of their lawful activity.

Authorized Signatory


Shafiqi Salini, Chadha