

TRISTAR INTERMEDIATES PVT. LTD.

Department	Top Management	Page No.	1 of 3
Documents No.	TIPL/CQA/P/036	Supersede	Nil
Master Copy	Anti Bonded Labour Policy	Revision No.	NA
		Issue Date	01.04.2025
		Review Period	1 Year
		Review Date	01.04.2026

1. Purpose :

This policy ensures that no one working with our company Tristar Intermediates Pvt. Ltd is forced to work against their will. We are fully against bonded, forced, or unpaid labour. Everyone must work freely and with respect.

2. Who This Policy Applies To :

This policy applies to All employees (permanent, temporary, or contract, Workers hired through contractors or vendors, Any supplier or partner associated with the Tristar Intermediates Private Limited.

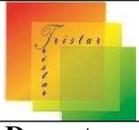
3. Our Commitment :

- We do not allow bonded labour, forced labour, or child labour.
- No employee shall be forced to work under threat, coercion, debt, or any form of physical or mental pressure..
- All work must be voluntary, and employees must be free to leave employment after serving notice as per legal and contractual terms.
- We will never keep any worker's original documents (like Aadhaar card, passport, etc.)
- All wages will be paid fairly and on time.

4. Legal Compliance :

Our policy aligns with:

- Bonded Labour System (Abolition) Act, 1976
- Indian Constitution – Article 23 (prohibits trafficking and forced labour)
- International Labour Organization (ILO) Conventions on forced labour (No. 29 and 105)
- The Code on Wages, 2019 and other relevant labour codes



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5. Employment Practices :

- Employment terms are clearly communicated in writing and explained to all workers in a language they understand.
- All wages are paid directly, on time, and in compliance with minimum wage laws.
- The company does not retain original identity documents, ATM cards, or restrict workers' freedom of movement.
- No employment is subject to any security deposit or recruitment fee

6. Reporting and Grievance :

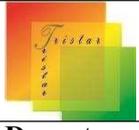
- If anyone sees or experiences forced or bonded labour, they can report it to the HR department.
- All complaints information will be kept confidential, and Necessary action will be initiated.

7. Disciplinary Action :

- Violation of this policy will lead to strict disciplinary action, including termination of employment or cancellation of contracts, and may involve legal action as per applicable laws.

8. Training & Awareness :

- Awareness programs will be conducted regularly to educate employees, contractors, and suppliers on bonded labour risks and compliance requirements.
- Suppliers will be encouraged to adopt and cascade similar policies throughout their supply chains.



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9. Policy Review :

- This policy shall be reviewed annually or in response to any legislative changes or incidents of concern

10. Contact :

- If you have any questions or concerns, please contact to HR Department
Email : hr.tipl@rossari.com
Mobile No.: 9673818191

Prepared By:

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Reviewed & Approved By:

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