	TRISTARINTERMEDIATES.PVT.LTD		
Department	Top Management	Page No.	1 of 2
Document No.	TIPL/CQA/P/021	Supersede	Nil
MASTER COPY	Working condition and Labour Management Policy	Revision No.	01
		Issue Date	01-04-2023
		Review Period	1 Year
		Review Date	01-04-2025
		Next Review Date	01-04-2026

Tristar Intermediates Pvt. Ltd. is dedicated to cultivating a work environment that ensures fairness and equal treatment for all employees. We prioritize the well-being, dignity, and rights of our workforce while striving to uphold the highest standards in labor practices and workplace conditions.

Our commitment to compliance includes adhering to all relevant labor laws, regulations, and international standards. This covers the enforcement of minimum wage laws, working hours regulations, and rules concerning overtime, rest periods, and public holidays.

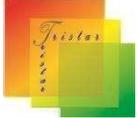
We are focused on providing a work environment that is safe, healthy, and conducive to productivity. This involves maintaining work-spaces that are well-kept, ergonomically designed, and free from hazards.

Tristar Intermediates Pvt. Ltd. fully supports the principles of freedom of association and collective bargaining. Employees are free to join or form trade unions and have the right to engage in collective bargaining, as permitted by law.

We are committed to treating every employee with respect and dignity, ensuring that no one experiences discrimination, harassment, or abuse in the workplace. All employees, irrespective of their role or position, are entitled to fair treatment and equal opportunities for growth and advancement.

We guarantee that employment is based on freely chosen terms, with no use of forced, bonded, or involuntary labor. Furthermore, we strictly prohibit child labor in all aspects of our operations and supply chains.

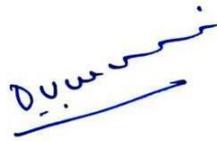
We recognize the importance of maintaining a healthy work-life balance and are committed to offering flexible work arrangements where feasible. This includes initiatives like remote work options, flexible hours, and family leave policies to support our employees' well-being.

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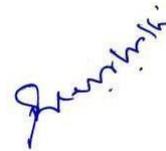
We foster open communication and encourage prompt resolution of any labor-related concerns. Our internal Ombudsperson Program is available to address any grievances or concerns employees may have regarding their working conditions or treatment.

Tristar Intermediates Pvt. Ltd. is dedicated to continuously improving our labor practices and working conditions. We regularly review and update our policies to ensure they meet evolving best practices and employee needs.

We believe that our company's success is intrinsically tied to the satisfaction and well-being of our employees. By fostering a supportive and positive work environment, we aim to create a workplace where everyone can thrive and contribute to the company's overall success.



Prepared by:
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