



Human Right Policy

Abilities India Pistons & Rings Ltd

GT Road Giani Border Post-Chikamberpur, Ghaziabad UP-201006

POLICY INFORMATION

Document No.	Issue No. & Date	Implementation Date	Communicated To
POLICY/ AIP/025	02 (01.07.2025)	01.07.2025	All Stakeholders, All employees and Contractors etc

ISSUE HISTORY INFORMATION

4.			
3.			
2.	01.07.2025	Policy had been reviewed and revised	
1.	30.03.2023	New Release	
Issue No.	Issue Date	Amendment History	

Proposed By	Approved By
CONTROLLED COPY, DATE- 01.07.2025	
HRD	Managing Director

TITLE: - Human Rights Policy and Guidelines

1. Introduction

Abilities India Pistons & Rings Ltd (AIP) is committed to upholding and promoting human rights in line with the Constitution of India, International Labour Organization (ILO) standards, and the UN Guiding Principles on Business and Human Rights.

We are committed to ensuring that all individuals associated with our operations are treated with dignity, fairness, and respect.

2. Scope

This policy applies to:

- All employees (permanent, contractual, apprentices)
- Suppliers, vendors, and business partners
- All operations and facilities of the Company

3. Core Human Rights Principles

3.1 Prohibition of Forced and Modern Slavery

The Company strictly prohibits:

- Forced labour, bonded labour, and human trafficking
- Retention of personal documents
- Withholding of wages to compel employment

All work must be voluntary, and employees are free to leave employment with reasonable notice.

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3.2 Child Labour and Young Workers

- The Company does not employ child labour (below 18 years for hazardous work as per Indian law)
- To ensure this, company keeps a tab on Identification records of labor for age verification.

3.3 Wages and Benefits

- 100 % of Employees shall be paid fair wages in compliance with applicable laws and No unlawful deductions shall be made
- Wages shall:
 - Be paid by 7th of each month
 - Include statutory benefits (PF, ESI, bonus, etc.)

3.4 Working Hours and Leave

- Working hours shall comply with applicable labour laws
- i. Employees shall be provided reasonable breaks, leaves & holidays confirming local regulations.
 - Overtime shall be Voluntary & Paid as per statutory requirements

3.5 Freedom of Association and Collective Bargaining

The Company:

- Respects employees' right to:
 - Form or join trade unions
 - Engage in collective bargaining

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- Ensures no retaliation or discrimination against worker representatives

3.6 Non-Discrimination and Equal Opportunity

The Company promotes a diverse and inclusive workplace and prohibits discrimination based on:

- Gender, caste, religion, age, nationality
- Sexual orientation, disability, or any legally protected characteristic

All employment decisions are based on merit and competence.

3.7 SAFE AND HEALTHY WORKING CONDITION

We are committed to providing a safe and secure working environment for all our employees and caring for their physical & mental health

- Policies and procedures are created to prevent workplace hazards and promote employee well-being.
- Immediate response to any health and safety incidents and accidents occurring in the workplace
- Provision of adequate personal protective equipment as needed.

3.8 Prevention of Harassment

The Company has zero tolerance for:

- Sexual harassment
- Workplace bullying
- Verbal, physical, or psychological abuse

All complaints will be:

- Treated confidentially

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- Investigated promptly
- Addressed with appropriate action

3.9 Rights of Minorities and Indigenous Peoples

The Company respects the rights, culture, and dignity of:

- Minority communities
- Indigenous and vulnerable groups

We ensure:

- No discrimination or exclusion
- Equal access to employment opportunities
- Respect for cultural diversity and local communities

4. Implementation & Compliance

4.1 Responsibilities

- Management ensures policy implementation
- HR ensures awareness, training, and grievance redressal
- Employees must adhere to policy guidelines

4.2 Grievance Mechanism

Employees can report violations to:

- HR Department

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- Reporting Manager

All complaints will be handled:

- Without retaliation
- With full confidentiality

4.3 Supplier & Vendor Compliance

- Suppliers must comply with this policy
- The Company discourages association with entities violating human rights

4.4 Training & Awareness

- Regular training programs will be conducted
- Awareness extended to employees and suppliers

5. Disciplinary Action

Any violation of this policy may result in:

- Disciplinary action
- Termination of employment or contract

6. Governance & Amendments

- Policy approved by Head – HR
- Management reserves the right to amend

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HRD	Managing Director

7. Conclusion

AIP is committed to fostering a workplace that respects and promotes human rights, ensuring ethical, fair, and sustainable business practices.

Proposed By

Approved By

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HRD

Managing Director