

Employment Practices

Engser expects Suppliers to respect its employees to strive to improve conditions whenever possible and to be in compliance with the specific requirements relating to employment conditions contained herein.

- Compensation & Benefits: Wages, overtime compensation and benefits shall be at least the minimum level of the collective bargain agreement.
- Working Hours: No labor should be working for more than 60 hours a week. This includes 8 hours 6 days a week, i.e., 48 hours and a maximum 12 hours overtime. One day off in every 7 days should be given.
- Child labor: Engser respects the right of children to development and education. Exploitation of child labor is totally unacceptable. No person shall be employed under 16 years of age.
- Forced labor: Use of forced or involuntary labor is not accepted. Employment should be on a voluntary basis.
- Nondiscrimination, Harassment & Disciplinary practice: The terms and condition of the employment must be on the basis on an individual's ability to do the job, not on the basis of color, sex, age, religion, or any other characteristics. Workers should be treated properly.
- Health & safety: The employees must be provided with safe and healthy environment.

MAHESH BUDHIA



MANAGING DIRECTOR