



TRADE UNION POLICY

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Purpose:

The purpose of the policy is to ensure the rights of our employees related to Wages or salaries, Working conditions, Welfare, Employee-employer relation, Safeguarding organizational health and interest of the industry.

Scope:

This Policy applies to all location of Piyanshu Chemicals Pvt. Ltd.

Policy:

"Trade Union" means any combination, whether temporary or permanent, formed primarily for the purpose of regulating the relations between workmen and employers or between workmen and workmen, or between employers and employers, or for imposing restrictive conditions on the conduct of any trade or business, and includes any federation of two or more Trade Unions:

Employees of Piyanshu Chemicals Pvt. Ltd. will maintain peaceful Industrial Relation regarding collective bargaining and any dispute pertaining to employees within the purview of applicable labour laws.

Date Of Issue	Prepared By Priyanka Jajodia	Checked By Sibabrata Majumdar	Approved By Anshu Kejriwal
03.04.2023	<i>Priyanka Jajodia</i>	<i>S. Majumdar</i>	<i>A. Kejriwal</i>

