



HETERO

Policy Against Forced Or Compulsory Labour

We at Hetero Shall not engage or support, forced or compulsory Labour in any form.(i.e. Bonded, forced or compulsory prison Labour).

- All employees work voluntarily without any obligation.
- The terms and conditions relating to the employment are communicated prior to recruitment/ at the time of interview.
- Submission of documents do not relate to identity papers, originals or any monetary or non-monetary deposits.
- Hetero Group does not withhold any part of HR's salary, benefits, property, or documents in order to force such HR to continue working for the organisation.
- Employees do not have exit barriers; they are free to terminate their employment provided that they give reasonable notice as per the terms of appointment letter.
- Neither HETERO nor any entity supplying Labour to HETERO shall engage in or support trafficking in human beings.
- Neither HETERO nor any entity supplying Labour to HETERO shall collect any employment fees or costs in whole or in part from workers.
- Hetero shall strive to put efforts for promoting awareness on forced labour among employees and all interested parties in all means.
- Establish the process necessary to deliver the results in accordance with the requirements and implement the process against Forced and Compulsory labour.
- Monitor and measure the process against the requirements and take actions to continually improve the system.

Sd/-

Dr. Vamsi Krishna Bandi

Managing Director

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