



HETERO

Policy On Freedom Of Association and Collective Bargaining

We at Hetero provide opportunities for workmen of Hetero to form themselves into Trade Unions or Associations of their choice with a view to safeguard or protect their interests in service by means of collective bargaining and by having the right and facilities for access to their fellow workers within the legal frame work.

- Hetero Group ensures for freedom of association and rights for collective bargaining: -
- No recognized Trade Unions prevail in any of our group plants. If any Unions are formed, Representatives are elected by the workmen and officially communicated to the Organisations and their representation is accepted and invited for all negotiations.
- Worker participation is ensured in statutory committees like works committee, safety committee, canteen committee, sexual harassment committee etc.
- The right of all employees to form and join trade unions of their choice and to bargain collectively is respected and facilitated.
- Maintain better conditions for employees through cordial relations and meeting their legitimate demands.
- Worker Representatives are never subjected to any discrimination, harassment, intimidation, or retaliation of some reasons and that these representatives have access to their co-workers in the workplace.
- The members of this committee are never discriminated against and management does not interfere in their activities.
- There was also no case of victimization of employees in the organisations.
- Hetero shall strive to put efforts for promoting awareness on Freedom of association in our employees and related interested parties.
- Monitor and measure the process against the requirement and take actions to continually improve the system.

Sd/-

Dr. Vamsi Krishna Bandi
Managing Director

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