

ANJ TURNKEY PROJECTS PRIVATE LIMITED

Labour Practices Commitment for ESG Compliance

As a responsible Design and Build company, we are committed to upholding the highest standards of labour practices in alignment with our ESG values. Our commitment includes:

1. Fair Employment Practices

- Ensure fair wages, benefits, and working hours for all employees and subcontractors.
- Comply with all local labour laws and international labour standards (e.g., ILO conventions).

2. Health, Safety, and Well-being

- Maintain a safe and healthy work environment across all project sites.
- Provide regular safety training and protective equipment to all workers.

3. Diversity, Equity, and Inclusion

- Promote equal opportunities regardless of gender, ethnicity, religion, or background.
- Actively support hiring from underrepresented communities.

4. No Child or Forced Labour

- Strictly prohibit child labour, forced labour, and any form of exploitation.
- Conduct regular audits to ensure compliance throughout our supply chain.

5. Employee Engagement and Development

- Invest in continuous learning, upskilling, and career development.
- Encourage open communication and feedback from all team members.

6. Ethical Supply Chain Management

- Work only with suppliers and contractors who share our commitment to ethical labour practices.
- Monitor and evaluate labour standards across our supply chain.

For **ANJ Turnkey Projects Private Limited**



Nehal Mehta

Head – Finance & Accounts