



FORCED LABOUR POLICY

**ALWAYS
ON THE
MOVE**



FORCED LABOUR POLICY

1. Purpose

The purpose of this policy is to ensure that SSRC Logistics Pvt. Ltd. strictly prohibits any form of *forced, compulsory, or involuntary labour* within its operations, branches, warehouses, and supply chain network. This policy reinforces the company's commitment to ethical employment practices, human rights, and legal compliance.

2. Scope

This policy applies to:

- All employees (permanent, contract, trainee, intern)
 - Labour hired through contractors
 - Drivers, helpers, warehouse staff, loaders/unloaders
 - All branches, warehouses, and work locations of SSRC Logistics Pvt. Ltd.
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3. Policy Statement

SSRC Logistics Pvt. Ltd. has **zero tolerance** for forced labour of any kind. The company strictly forbids:

1. **Physical or psychological coercion** to make any person work.
 2. **Withholding of wages, identity documents**, or personal belongings to force work.
 3. **Forcing employees/drivers to work under threat**, punishment, or pressure.
 4. **Bonded labour, child labour**, or any form of involuntary service.
 5. Forcing an employee to work **beyond legal working hours** without consent and proper overtime compensation.
 6. Forcing any staff or driver to take trips/assignments against their will under threats.
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4. Legal Compliance

The company shall comply with:

- The **Indian Constitution – Article 23** (Prohibition of forced labour)
 - The **Bonded Labour System (Abolition) Act, 1976**
 - The **Child and Adolescent Labour (Prohibition and Regulation) Act**
 - Applicable labour laws and international human rights principles.
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5. Employment Principles

- All work at SSRC is **voluntary**.
 - Employees are free to leave employment as per company rules and legal notice periods.
 - No employee shall be forced to work overtime. Overtime is voluntary and paid as per law.
 - No use of intimidation, harassment, threat, or physical force.
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6. Recruitment

- All recruitment must be transparent and fair.
 - No recruitment fees to be taken from employees.
 - Contractors must also comply with this policy.
 - Employees must submit documents only for verification; SSRC will **not retain original documents**.
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7. Wages and Benefits

- Employees must receive wages on time as per labour laws.
 - No part of wages will be withheld to force continued work.
 - Deductions must be transparent and legally permitted.
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8. Working Hours

- Working hours must follow labour laws and company rules.
 - Mandatory rest breaks must be provided.
 - Drivers should not be forced to complete trips under unsafe conditions.
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9. Grievance Redressal

SSRC ensures a safe and confidential grievance mechanism. No employee will face retaliation for raising concerns. Employees can report any forced labour concerns to:

- HR Department
 - Branch Manager
 - Company's Compliance Officer
 - Anonymous grievance box (if available)
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10. Audit and Monitoring

- Regular audits will be conducted at branches and warehouses.
 - Surprise inspections may be carried out to ensure compliance.
 - Contractors violating this policy will face penalties or contract termination.
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11. Disciplinary Action

Any employee, supervisor, manager, or contractor found violating this policy will face strict disciplinary action including:

- Written warning
 - Suspension
 - Termination
 - Legal proceedings (if required)
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12. Policy Review

The policy will be reviewed annually to ensure compliance with legal changes and business growth.

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— — — — — *Logistics You Can Count On*