

LABOUR RIGHTS POLICY (V1.0)

**BEYOND THE BASELINE OF
FAIRNESS AND PROTECTION**

NE  STAR

Nexstar Extrusions Pvt. Ltd.

31 A, Baikampady Industrial Area, Mangalore 575011, INDIA

www.nexstargroup.com

1. Purpose

This policy sets out our approach to labour rights across our operations. It defines how we treat workers in practice, beyond minimum legal requirements, while remaining grounded in what is operationally realistic and enforceable.

We recognize that in India, labour rights are shaped not only by law but by broader economic realities. Our objective is therefore to ensure **fair, safe, transparent, and dignified working conditions**, while avoiding symbolic commitments that cannot be meaningfully upheld.

2. Scope

This policy applies to:

- All direct employees.
- Contract and temporary workers engaged at our facilities.
- Labour contractors and service providers, to the extent of our control and influence.

3. Legal Compliance as a Baseline

We comply with all applicable Indian labour laws, including those relating to:

- Minimum wages.
- Working hours and overtime.
- Statutory benefits and social security.
- Workplace safety and employment conditions.

Legal compliance is **mandatory and non-negotiable**. However, we acknowledge that compliance alone may not always ensure fair or humane working conditions, particularly in low-wage and high-pressure industrial contexts.

4. Our Staged Approach to Labour Rights

Stage 1 – Compliance and Clarity (Baseline)

- Full compliance with applicable labour laws.
- Clear terms of employment, wages, and working hours.
- No ambiguity in wage calculation, overtime, or deductions.
- Transparent communication of worker rights and obligations.

This stage ensures legality and clarity, not adequacy by assumption.

Stage 2 – Fairness, Safety, and Dignity

Beyond compliance, we focus on practical labour rights risks that commonly arise in industrial settings:

- Unsafe or unhealthy working conditions.
- Excessive working hours driven by economic pressure.
- Lack of clarity or transparency in wages and attendance.
- Power imbalance between workers and supervisors.

Our objective is to **reduce foreseeable harm**, not to rely on technical legality alone.

Stage 3 – Review, Skills, and Progressive Improvement

Labour rights evolve with business scale and workforce composition. We therefore commit to:

- Periodic review of labour practices.
- Continuous improvement in safety, fairness, and communication.
- Encouraging skill development and upskilling where feasible.
- Learning from grievances, incidents, and worker feedback.

5. Core Labour Rights Commitments

5.1 Fair Wages and Transparency

- Wages are paid on time and calculated transparently.
- Overtime is voluntary, recorded, and compensated as required by law.
- No unauthorized deductions are made.

We do not rely on complexity or opacity to manage labour costs.

5.2 Working Hours and Rest

- Working hours comply with legal limits.
- Overtime is not normalized as a substitute for fair staffing.
- Adequate rest periods and weekly off days are respected.

We recognize that excessive hours undermine safety, health, and long-term productivity.

5.3 Safe and Healthy Working Conditions.

- Safe machinery, processes, and work practices.
- Access to basic sanitation, drinking water, and hygiene facilities.
- Training and supervision appropriate to the task.

Safety is treated as an operational requirement, not a compliance checkbox.

5.4 Non-Discrimination and Equal Opportunity

- No discrimination in hiring, wages, task allocation, or promotion.

- Equal pay for equal work, irrespective of gender, caste, religion, or origin.
- Respectful treatment in all workplace interactions.

5.5 Freedom of Expression and Communication

- Workers may raise concerns or grievances without fear of retaliation
- Supervisory conduct is expected to be respectful and professional
- Communication channels must be accessible and understandable

5.6 Skills Development and Employability

We recognize that skill development enhances productivity, safety, and long-term employability. Where feasible, we encourage:

- On-the-job training.
- Skill enhancement relevant to current roles.
- Learning that supports stable and dignified employment.

In a context of disguised unemployment, wages are often depressed by sheer numbers rather than capability. Skill development is therefore a core labour right, essential to improving productivity and enabling the potential for higher earnings.

6. Contract Labour and Third-Party Workers

Where contract or temporary labour is used:

- Legal compliance by contractors is mandatory.
- We do not knowingly benefit from exploitative labour practices.
- Labour standards are expected to be consistent with this policy.

Responsibility is exercised in proportion to control and influence.

7. Grievance Handling

Workers must have access to grievance mechanisms that are:

- Simple and accessible.
- Confidential where required.
- Free from retaliation.
- Capable of corrective action.

Unresolved grievances undermine labour rights and workplace trust.

8. Governance and Accountability.

Labour rights are overseen as part of overall governance and operational discipline. We commit to:

- Periodic internal review of labour practices.
- Corrective action where gaps are identified.
- Honest acknowledgment of limitations and constraints.

9. Closing Statement

Labour rights are not a branding exercise. They are expressed daily through wages, hours, safety, supervision, and respect.

Compliance is the minimum. Fairness, dignity, and transparency are the objective.