



BHARAT GEARS LIMITED

Social Dialogue Policy at Bharat Gears Limited

Introduction:

Bharat Gears Limited aims to foster a culture of social dialogue between employees, employers, and other stakeholders, in line with India's legal framework and international labour standards. Social dialogue is critical in creating harmonious industrial relations, promoting mutual understanding, and addressing workplace issues effectively. It encompasses all forms of negotiations, consultations, and exchanges of information between employers and employees, as well as their representatives, aimed at promoting better working conditions, improving productivity, and enhancing social welfare.

Objectives:

The primary objectives of this Social Dialogue Policy are:

- To promote mutual understanding and cooperation between employers, employees, and trade unions.
- To ensure that employees' rights are respected, and concerns are heard.
- To improve workplace conditions and enhance productivity.
- To build trust between management and workers through open, transparent communication.
- To ensure compliance with labour laws and international standards on workers' rights and fair treatment.

Scope of the Policy:

This policy is applicable to:

- Bharat Gears Limited, Kausa Shil, Mumbra, Thane-400612 (Maharashtra)
- Bharat Gears Limited, 20 K.M. Mathura Road, P.O. Amar Nagar, Sarai Khwaja, Faridabad-121003(Haryana)
- Bharat Gears Limited, Lonand, Taluka Khandala, Satara-415521 (Maharashtra)

Legal Framework:

The Company commits to comply with all relevant Indian labour laws or to any relevant amendments and to the new labour codes and international conventions, including:

- **The Industrial Disputes Act, 1947** (for dispute resolution and worker participation).
- **The Trade Unions Act, 1926** (governing the recognition and rights of trade unions).
- **The Factories Act, 1948** (ensuring the safety, health, and welfare of workers).
- **The Minimum Wages Act, 1948** (setting fair remuneration standards).
- **The Payment of Gratuity Act, 1972** (providing for retirement benefits).
- **The Social Security Code, 2020** (covering social security and welfare of employees).
- **International Labour Organization (ILO)** conventions, especially those focusing on social dialogue, collective bargaining, and worker's rights.

Principles of Social Dialogue:

The Company's approach to social dialogue will be based on the following core principles:

- **Transparency:** Open and honest communication about decisions, changes, and issues affecting the workforce.

- **Participation:** Workers and their representatives will be actively involved in decision-making processes.
- **Equality:** Equal opportunities for all parties to participate in dialogue, ensuring that the voices of marginalized groups are heard.
- **Non-Discrimination:** Employees will not face discrimination based on their participation in social dialogue activities.
- **Constructive Communication:** Discussions will aim to reach mutually beneficial solutions, focusing on problem-solving and collaboration rather than confrontation.

Mechanisms of Social Dialogue:

The Company will establish and maintain multiple channels of communication to facilitate social dialogue, including:

- **Trade Unions and Workers' Representatives:** Recognition and support for trade unions, if present, and active cooperation with employee representatives in ongoing dialogues about workplace conditions, wages, safety, and other concerns.
- **Works Committees:** As per the **Industrial Disputes Act**, the Company will establish Works Committees, composed of an equal number of workers and employer representatives. This Committee will discuss workplace issues, ensure the welfare of workers, and promote an atmosphere of mutual respect.
- **Joint Consultative Committees (JCCs):** The Company will form joint consultative bodies that include representatives from both employees and management to address broader organizational matters, work practices, and future planning.
- **Employee Forums and Grievance Redressal Mechanisms:** Employees will have access to formal grievance procedures to address workplace issues. The Company will maintain a transparent and accessible process for employees to raise concerns or conflicts.
- **Collective Bargaining:** The Company recognizes the rights of employees to engage in collective bargaining for negotiating terms of employment, wages, and working conditions. Collective bargaining agreements will be respected and adhered to.
- **Regular Meetings and Feedback:** Periodic meetings between employees, unions, and management will be conducted to discuss ongoing issues and upcoming changes. Feedback from workers will be taken into account for improving processes.

Employee Engagement and Awareness:

To enhance the effectiveness of social dialogue, employees will be:

- Educated and trained on their rights to participate in dialogue, raise concerns, and be represented.
- Provided with accessible communication tools to express their views.
- Encouraged to participate in regular surveys and feedback sessions aimed at identifying workplace issues.

Management will also ensure that employees are aware of their rights under labour laws, the grievance redressal mechanism, and the overall benefits of engaging in constructive social dialogue.

Conflict Resolution and Dispute Settlement:

In the event of a disagreement between employees and management, the following steps will be taken:

- **Open Communication:** Before escalating disputes, efforts will be made for open dialogue between the concerned parties to resolve issues amicably.
- **Mediation and Arbitration:** Where direct dialogue fails, the Company will encourage mediation through third-party intervention. Arbitration may be employed if required by the nature of the conflict, in accordance with the provisions of the **Industrial Disputes Act, 1947**.

- **Legal Compliance:** In case of unresolved disputes, all legal avenues available under Indian law will be explored to settle disputes through appropriate channels such as the labour court or industrial tribunals.

Management's Commitment:

Management will:

- Ensure that dialogue with employees remains open and transparent, providing adequate time for discussions and feedback.
- Create an environment where issues can be raised freely without fear of retaliation or discrimination.
- Foster a culture of respect and understanding through leadership that values collaboration and collective decision-making.

Employee and Union Rights:

- The Company will respect the right of employees to organize and form trade unions as per the **Trade Unions Act, 1926**.
- No employee will face discrimination or retaliation for exercising their right to participate in social dialogue or join trade unions.

The Company recognizes the importance of social dialogue in the labour movement and will engage positively with trade unions and workers' representatives to create a fair and just workplace environment.

Monitoring and Review:

The Company will regularly assess the effectiveness of this policy by:

- Tracking the number of meetings, consultations, and collective agreements.
- Reviewing feedback from employees and trade unions on the effectiveness of communication and dialogue processes.
- Evaluating the outcomes of social dialogue in resolving disputes and improving workplace conditions.

The policy will be reviewed periodically to ensure its continued relevance and effectiveness, in line with legal changes, industrial developments, and feedback from stakeholders.

SECTION	HR
Date	15-09-2017
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Executive Director – Operations