

STEAMHOUSE INDIA LIMITED

(FORMERLY KNOWN AS ANKLESHWAR ECO ENERGY LIMITED)

CONTACT NO. : +91 9099512222

CIN: U40300GJ2015PLC083493

Email Id: info@steamhouse.in

LABOUR AND ANTI-MODERN SLAVERY POLICY

Labour is the most important factor of production in an organization. Labour represents the human factor in producing the goods and services of a company. It is performed by Labourer through physical and mental exertion. Productivity of a company directly depends on the Manpower. A labourer can not be forced to perform labour, it should be performed voluntarily.

Modern slavery is a crime and a violation of fundamental human rights. It includes slavery, servitude, forced and compulsory labour and human trafficking, all of which includes deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. If someone is forced, physically or psychologically, to perform a work against their wishes or working involuntary for others gain then this amounts to slavery, servitude, forced labour and human trafficking and they all are in violation of human fundamental rights

Steamhouse is committed to act ethically and with integrity in all our business dealings and relationships and to implement and enforce effective systems and controls to ensure modern slavery is not taking place anywhere in our own business. We have "Zero Tolerance" policy against human trafficking or modern slavery.

Our commitment to prohibit Human Trafficking/Modern Slavery within the organization –

- Complete eradication of slavery or human trafficking and to not to engage or deal with any organization or third party or contractors where slavery or human trafficking is carried out or does not conform with the contents of this policy
- Prohibit and eradicate child labor or any other forced labor within the organization. To refrain from hiring workers who are under the age of 14.
- Educating and raising awareness among the employees that carrying out slavery, child and forced labour and human trafficking is against the law and morally wrong.
- A Regular audit and review is conducted to check that our employees are being paid according to the their experience, skills and abilities and conform with the Minimum Wages Act, 1948.
- Report and Convey any incident of Human Trafficking/Modern Slavery to upper management.
- Take actions against people who are found performing slavery or human trafficking.

REGISTERED OFFICE: PLOT NO.8108/1, ROAD NO. 2, G.I.D.C., SACHIN, SURAT - 394230



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- Compliance with all other relevant laws and regulations relating to Modern Slavery/Human Trafficking.

The policy is brought into effect from 14th November, 2022 and shall be reviewed periodically for its aptness and will be rectified and updated as necessary.

Signed by




Vaibhav Gattani

Chief Financial Officer