R. V. INDUSTRIES

HUMAN RIGHTS, CHILD LABOUR & FORCED LABOUR POLICY

Dignity • Fairness • Respect for Every Person

DOCUMENT	REVISION	EFFECTIVE DATE	APPROVED BY
POL-03	**00**	**01 July 2026**	**Managing Director**

R.V. Industries is committed to respecting internationally recognized human rights and maintaining a workplace free from child labour, forced labour, bonded labour, human trafficking, discrimination and abusive practices.

Our Commitments

— Minimum Working Age
Employ only persons who meet the applicable legal minimum working age requirements.

— No Forced Labour
Prohibit forced, bonded, indentured, prison or trafficked labour in any form.

— Voluntary Employment
Ensure employment is voluntary and employees are free to leave in accordance with applicable law and agreed notice requirements.

— No Document Retention
Prohibit retention of identity documents, deposits or recruitment fees as a condition of employment.

— Fair Wages & Hours
Provide fair wages, working hours, rest periods and statutory benefits in accordance with applicable law.

— Dignity & Equality
Promote dignity, equal opportunity and a workplace free from discrimination, intimidation, violence and harassment.

— Supplier Expectations
Expect suppliers and business partners to follow equivalent ethical labour practices and applicable legal requirements.

— Safe Reporting
Encourage employees to report concerns without fear of retaliation and ensure appropriate review and corrective action.

POLICY OBJECTIVE

Our objective is to protect human dignity and ensure that every person connected with our operations is treated fairly, lawfully and with respect.

PREPARED BY: HUMAN RESOURCES DEPARTMENT

AUTHORIZED SIGNATORY

AUTHORIZED BY: MANAGING DIRECTOR

01 July 2026
DATE

Managing Director
DESIGNATION

R. V. INDUSTRIES Jamnagar
COMPANY SEAL

CERTIFIED & ACCREDITED

ISO 9001:2015 · IATF 16949 · ISO 14001:2015 · ISO 45001:2018 · ISO 50001:2018 · RoHS Compliant

CE Marked · NSF/ANSI 61 · DIN EN 331 · AEO Certified · Export House · ZED Bronze

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