

Collective Bargaining Agreement Notice

Date: 01/01/2022

To: All Employees

From: Pradeep Kumar Dungarwal

Designation: Director

Purpose of the Notice

This notice will serve to inform all employees about the collective bargaining agreements that will be entered into by Varsha Stones International Private Limited. These agreements will be established to ensure the fair treatment of employees and the protection of their rights in relation to key employment matters. The following areas will be covered by these agreements:

1. Employee Health and Safety

As part of our commitment to creating a safe and healthy workplace, a collective bargaining agreement will be made to ensure that all employees will have access to necessary health and safety protections. This will include proper safety protocols, equipment, and procedures to prevent workplace injuries and illnesses.

2. Working Hours, Overtime, and Leaves

The collective bargaining agreement will also address working hours, overtime pay, and leave policies. Employees will be compensated for overtime as per the agreed terms, and all workers will be entitled to leave based on company policies and labor laws. The agreement will also define clear guidelines for both scheduled and unscheduled leaves.

3. Collectively Bargained Wages

Wages for employees will be collectively bargained to ensure fair and competitive compensation. The wage structure will be based on the nature of the work, employee experience, and relevant industry standards. Salary increases, bonuses, and additional allowances will be determined as part of the collective bargaining agreement.

4. Career Management and Training

As part of the agreement, career management and training opportunities will be provided to employees to foster professional development. This will include access to training programs, workshops, and certifications designed to improve skills, increase job satisfaction, and enable career growth within the organization.

5. Discrimination and Harassment

Varsha Stones International Private Limited will have a strict collective bargaining agreement in place regarding discrimination and harassment. The agreement will ensure that all employees will be treated with dignity and respect, free from harassment, discrimination, or retaliation based on gender, race, religion, or any other status. Clear reporting procedures will be outlined, and appropriate action will be taken to address any violations of this agreement.

Acknowledgment

This collective bargaining agreement will aim to create a fair, safe, and supportive work environment. Employees will be encouraged to familiarize themselves with the contents of the agreement and raise any questions or concerns with the Human Resources department.

For Varsha Stones International Pvt. Ltd.


Director

Signature:

Date: 1st January 2022

For any inquiries or clarification regarding this notice, please contact:

Pawan Kumar Vyas
+91 77328 34902