

Date : 01/07/2026

ZERO-TOLERANCE ANTI-HUMAN TRAFFICKING POLICY**Policy Statement**

Balaji Industries is committed to conducting all business operations with integrity, respect for human rights, and full compliance with applicable laws. The Company maintains a **zero-tolerance policy** toward all forms of human trafficking, modern slavery, forced labor, bonded labor, child labor prohibited by law, and any form of exploitation.

Balaji Industries prohibits any involvement in, or support of, human trafficking by its employees, contractors, suppliers, subcontractors, recruitment agencies, or any other business partners. All employment with the Company shall be voluntary, and workers shall be treated with dignity, fairness, and respect.

The Company is committed to:

- Prohibiting all forms of human trafficking and forced labor.
- Ensuring that no worker is subjected to coercion, threats, abuse, or involuntary servitude.
- Prohibiting the confiscation of workers' identity documents.
- Ensuring that recruitment practices are ethical and lawful.
- Complying with all applicable labor, employment, and human rights laws.
- Encouraging employees and stakeholders to report suspected violations without fear of retaliation.
- Investigating all credible reports and taking appropriate corrective and disciplinary action.

Any employee, contractor, supplier, or business partner found to have engaged in or facilitated human trafficking or related exploitation will be subject to disciplinary action, which may include termination of employment or contract and referral to the appropriate authorities where required by law.

Balaji Industries expects all employees and business partners to uphold this policy and contribute to a workplace that is free from human trafficking, forced labor, and exploitation.

For Balaji Industries


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