



WORKING CONDITION POLICY

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CEV Engineering Pvt. Ltd. is committed to ensuring fair, safe, and respectful working conditions for all employees, contractors, and supply chain partners. We believe that dignified work environments are essential to attracting and retaining talent, fostering productivity, and upholding our corporate values. This policy aligns with international labour standards, including the International Labour Organization (ILO) conventions and applicable national regulations.

This policy applies to all facilities, projects, and value chain activities carried out by CEV Engineering Pvt. Ltd., including employees, contractors, and key suppliers.

Our Commitments

CEV Engineering Pvt. Ltd. is committed to:

- Ensuring compliance with all applicable labour laws regarding wages, working hours, and rest periods.
- Prohibiting all forms of forced labour, child labour, harassment, and discrimination.
- Providing equal opportunities for employment, development, and advancement, regardless of gender, age, ethnicity, disability, religion, or other status.
- Maintaining workplaces that are free from physical, verbal, and psychological abuse.
- Providing access to clean drinking water, sanitary facilities, adequate ventilation, lighting, and safe break areas.
- Ensuring freedom of association and the right to collective bargaining in accordance with local laws.

Our Targets

- Achieve **100% compliance** with working hours, wage, and benefits requirements in all sites and supply chain audits by 2026.
- Provide **annual awareness training** on workers' rights, grievance mechanisms, and anti-harassment policies to **100% of employees and contractors** by 2025.
- Establish and maintain an effective grievance redressal mechanism with **responses provided within 15 working days**.

Implementation Measures

- Conduct regular internal and third-party social audits of facilities and suppliers.
- Maintain transparent wage and benefit records, accessible to employees upon request.
- Display labour rights information in local languages at all work locations.
- Investigate and resolve all complaints or grievances promptly and confidentially.

Review & Communication

This policy will be reviewed annually and updated as needed to reflect regulatory changes, stakeholder expectations, and organizational priorities. All updates will be communicated to internal and external stakeholders, including suppliers.

Young Jin Kim
Managing Director

Effective Date: 02.01.2024