



WORKER WELFARE POLICY

ENERGY TEC firmly believes that dignified living and working conditions, social and economic well-being of the employees are essential to unlocking human potential. These factors are essential to **ENERGY TEC**'s mission of raising the quality of life for their workers.

Our policy ensures that employment harmony is maintained across all operations of **ENERGY TEC**.

It is the responsibility of **ENERGY TEC** to ensure that all applicable local laws and regulations are adhered to and we are committed to:

- Prohibition against all forms of illegal discrimination, provide equal and fair treatment to all employees on the basis of merit
- Promoting a just, fair and harassment free work place for all
- Eliminate all elements of victimization
- Maintain open communication channels
- Continue to be an employer of choice
- Create a safe and healthy environment for all

Policy focuses on retaining and further developing the human capital.

This Policy applies to all those who are directly controlled by **ENERGY TEC** and its activities.

1st January 2023

KV ABDUL LATHEEF
Managing Director

ENERGY TEC

