

Criteria	Compliance / Issues
1.1	<p>Factory side - No issues in implementing the relevant national laws / ILO international convention relating to labour.</p> <p>Agricultural farming side - Unorganized sector The people engaged in farm activities are not under the control of the sugar factory and are engaged by the sugarcane farmers. Hence the sugar factory does not have control over the implementation of applicable laws.</p>
2.1	<p>Factory side - No issue in implementing the relevant national laws / ILO international convention relating to labour.</p> <p>Agricultural farming side - Minimum age group - difficult to deploy as per the requirements of the standard. (Below 15 years of age as per ILO as the factory is not directly employing the labour in the farm land). There is no forced labour system. No Gender discrimination. Freedom to form trade union for collective bargaining in accordance with the law.</p>
2.2	<p>National contract labour act is taking care of the requirements with respect to factory suppliers and contractors. With respect to sugarcane suppliers (Farmers), the sugarcane control order by the Government of India is being followed.</p>
2.3	<p>The factories act, 1948 enacted by the Government of India is fully taking care of health, safety, welfare and work place environment which is complied with.</p>
2.4	<p>The minimum wages act enacted by the Government of India is fully taking care of the minimum wages payable which is complied with.</p>
2.5	<p>Proper agreement / appointment with terms and conditions are being practiced as per the law of land.</p>
2.6	<p>Industrial enactments / Social schemes for protecting the sugar factory workers:</p> <ul style="list-style-type: none"> The workmen compensation act, 1923 The Trade Unions Act, 1926 The payment of wages act, 1936 The Industrial employment (Standing orders) Act, 1946. The Factories Act , 1948 The minimum wages act, 1948 The employees state insurance act, 1948 The employees provident fund act, 1952 The Maternity benefit Act, 1961 The payment of bonus act, 1965 The contract labour act, 1970 The payment of gratuity act, 1972 The Child Labour (Prohibition and regulation)Act, 1986

4.2	<p>The factories act, 1948 enacted by the Government of India is addressing the requirements like public hearing, grievance handling etc which is being practiced by the sugar factories.</p> <p>The Pollution control norms fixed by the Government of India / The State Government with respect to air and water are complied with.</p>
5.1	<p>As a practice, a part of competency development, four man days training per employee per year is planned and executed.</p> <p>Encouragement plan is devised for providing specialized training to the needy work force / function.</p> <p>As a part of our culture, the people development process in terms of personality / competency building is in vogue.</p>