

Title: APAR Employee Relations Policy
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Employee Relations Policy

1. Objective :

This policy lays down the guidelines to be followed for managing cordial, harmonious and productive employee relations at APAR.

2. Scope :

This policy applies to all employees across all Divisions and locations in India.

3. Guidelines :

- APAR, since its inception in 1958, has been an epitome of a culture underlined by trust, openness and mutual respect in its relationships with all its stakeholders including employees.
- APAR is committed to preserve and enhance its value-based rich culture with people-centric policies, procedures and practices.
- APAR believes and carries on continuous communication between Management and employees through Town Halls, Monthly Employee Meetings, Works Committees, Monthly Birthday Celebrations, Festival Celebrations, Suggestion Schemes, Departmental Get Together, Annual Family Get Together, sports and cultural activities, e-mail communication on management decisions, business trends and performance, and other matters, etc.
- APAR provides all its employees an equal opportunity of learning and growth, unbiased promotion and performance review.
- APAR is committed to provide its employees all the statutory and other welfare measures applicable.
- APAR believes in keeping all its employees informed, educated and consulted on all the legal provisions applicable to them.
- APAR has a speedy grievance redressal mechanism to redress employee grievances.
- APAR conducts periodic employee engagement survey for its all employees as a tool to measure, monitor and correct, if any, its people practices.

- APAR believes in physical, mental and social wellness of its employees through process of executive health check-ups, coaching, mentoring, career counselling, psychological counselling, social counselling, etc.
- APAR complies with all the applicable laws of the land pertaining to employment and employee relations.
- APAR is committed to prevent any form of harassment at its work place.
- APAR believes in a harmonious, conducive and peaceful employee relations in all its people practices.

Process Owner: HR



Kushal N Desai
Chairman & Managing Director

