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1. PURPOSE

Carrier Wheels Pvt. Ltd. ("CWPL") is committed to fostering open communication, mutual trust, and constructive engagement between management and employees.

This Policy establishes CWPL's approach to social dialogue, employee participation, and consultation, enabling employees to contribute to workplace improvement and organizational effectiveness.

2. SCOPE & APPLICABILITY

This Policy applies to:

- All employees (permanent, probationary, contractual, temporary)
- Trainees, apprentices, and associates
- Any individual working on behalf of CWPL

Compliance with this Policy is mandatory.

3. POLICY COMMITMENT

CWPL commits to:

- Encouraging open and respectful communication
- Consulting employees on matters affecting their work, health, safety, and well-being
- Providing platforms for employee participation and feedback
- Addressing concerns fairly, transparently, and in a timely manner

4. PRINCIPLES OF SOCIAL DIALOGUE

CWPL's social dialogue is guided by the following principles:

- Mutual respect and trust
- Transparency and good faith
- Non-discrimination and inclusiveness
- Freedom to express views without fear of retaliation

5. EMPLOYEE PARTICIPATION MECHANISMS

CWPL encourages employee participation through multiple channels, including:

- Regular interaction between employees and supervisors
- Suggestion schemes and improvement initiatives
- Safety meetings, toolbox talks, and consultations
- Training programs and feedback sessions

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Employees are encouraged to share ideas related to productivity, safety, quality, welfare, and workplace improvement.

6. CONSULTATION ON WORKPLACE MATTERS

CWPL consults employees, where applicable, on:

- Health, safety, and environmental matters
- Changes affecting working conditions or work practices
- Training needs and skill development
- Workplace welfare initiatives

Consultation may be conducted through meetings, briefings, or written communication.

7. FREEDOM OF ASSOCIATION

CWPL respects employees' rights to freedom of association in accordance with applicable laws. Employees may exercise their rights without fear of discrimination, intimidation, or retaliation.

8. GRIEVANCE REDRESSAL & COMMUNICATION

Employees may raise concerns, suggestions, or grievances through:

- Immediate supervisors
- HR/Admin function
- Established grievance or whistleblower mechanisms

CWPL ensures that concerns are addressed objectively and confidentially.

9. NON-RETALIATION

CWPL strictly prohibits retaliation against employees who:

- Participate in dialogue or consultation
- Raise concerns or suggestions in good faith
- Engage constructively in workplace discussions

10. ROLES & RESPONSIBILITIES

- **Management**: Promote a culture of dialogue and participation; respond to employee inputs
- **HR/Admin**: Facilitate communication, participation mechanisms, and follow-up
- **Employees**: Participate responsibly, respectfully, and constructively

11. AWARENESS & COMMUNICATION

- This Policy shall be communicated to all employees

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- Awareness may be provided during induction, training, or internal communication
- Employees are encouraged to familiarize themselves with participation channels

12. MONITORING & CONTINUOUS IMPROVEMENT

CWPL periodically reviews its social dialogue practices to:

- Improve communication effectiveness
- Strengthen employee engagement
- Enhance workplace relations

13. APPROVAL & EFFECTIVE DATE

This Social Dialogue & Employee Participation Policy is approved by the Management of Carrier Wheels Pvt. Ltd. and is effective from the date of issue.

	Name/Designation	Signature	Remarks for Revision
Prepared By:	Amit Saroha Deputy Manager		
Approved by:	Apoorva Jain Director		