



**FREEDOM ASSOCIATION POLICY**  
**OF**  
**PARAS DEFENCE AND SPACE TECHNOLOGIES LIMITED**

**Document Control**

Document Title	Policy on Freedom Association
Version	1.0
Effective Date	September 04, 2023
Document Owner	Secretarial and Compliance
Document Approver	Board of Directors

## **POLICY ON FREEDOM OF ASSOCIATION**

---

### **POLICY MOTIVE**

The company has strong personal conviction that its personnel's are pivotal stakeholders and building reciprocal trust and meaningful engagement which is gist in growth of any organisation. By this creation of trust, it helps in building, strengthening and sustaining amicable employer -employee relations across the organization being rather partners in the business of the company.

### **POLICY**

The company firmly believes in

- Bestowing respect the dignity of any person.
- Giving reverence to the freedom of employees.
- Ensuring employees are not treated in unjust manner while exercising their fundamental right of freedom.

### **POLICY EXECUTION**

The company is dutybound and has onus for effective circulation of this policy to all employees in meaningful manner.

Company's all units have adequate and appropriate systems and procedure in vogue to ensure compliance with the Policy and with legal provisions, including grievances redressal mechanism through members of Management committees.

Keeping persistent watch on the compliance of the Policy by Senior Management Committee who shall review per annum. The CSR committee of the Board will supervise the implementation of the Policy being the most relevant committee in this matter.