



LABOUR RIGHTS POLICY

Introduction

At SKY GROUP, we recognize that our success depends on the well-being and dignity of our workforce. Our commitment to labour rights extends beyond legal compliance—we aim to create a supportive and respectful work environment for all employees.

Core Principles

We adhere to the following core principles:

1. **Human Dignity:** We value every employee's inherent worth and treat them with respect.
2. **Fair Treatment:** We uphold workers' rights to fair wages, safe conditions, and freedom from discrimination.
3. **Collaboration:** We engage in open dialogue with employees and their representatives.

Key Commitments

1. **Workplace Conditions:** Ensure safety and reasonable working hours & prohibit child labour.
2. **Wages and Benefits:** Fair compensation and benefits.
3. **Non-Discrimination:** Equal treatment for all.
4. **Freedom of Association:** Respect union rights.
5. **Ethical Recruitment:** Transparent and fair recruitment.
6. **Grievance Mechanisms:** Accessible channels for concerns.

Implementation

To uphold these commitments:

- We will communicate this policy to all employees.
- Regular training programs will educate employees about their rights.
- Our performance metrics will include labour-related KPIs.

Conclusion

Sky Group stands firm in its dedication to labour rights. By fostering a respectful and supportive workplace, we contribute to the well-being of our employees and the success of our company.

MANAGING DIRECTOR

Bhawin

SKY GROUP