



HUMAN RESOURCE POLICY

1. **AMIC Forging Limited** is an equal opportunity employer
2. **AMIC Forging Limited** recognizes that its people are the primary source of its competitiveness.
3. It will pursue management practices designed to enrich the quality of life of its employees, develop their potential and maximize their productivity.
4. It will aim at ensuring transparency, fairness and equity in all its dealings with its employees.
5. Create benchmark to treat all employees equally and fairly.
6. **AMIC Forging Limited** shall strive continuously to foster a climate of openness, mutual trust and teamwork.
7. In the process **AMIC Forging Limited** shall strive to be the employer of choice by attracting the best available talent and ensuring a cosmopolitan workforce.
8. The company shall discuss and make policies taking into consideration:
 - a) Employment Contract
 - b) Employee Wages
 - c) Code of Conduct
 - d) Leave Policy
 - e) Employee Provident Fund
 - f) Gratuity Fund
 - g) Employment Termination Policy
 - h) Developing Relations

AMIC FORGING LIMITED

G. K. Chandra
Managing Director