



# SOCIAL DIALOGUE POLICY

## Anand NVH Products Pvt. Ltd.

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# 1. POLICY STATEMENT

Anand NVH Products Pvt. Ltd. acknowledges social dialogue as a fundamental human right and a critical pillar of sustainable business practice. We are dedicated to upholding freedom of association, collective bargaining, and meaningful engagement with all stakeholders, while actively promoting diversity, equity, and inclusion in all interactions. This commitment is aligned with International Labour Organization (ILO) Conventions 87, 98, 135, and 154, the UN Global Compact Principles, and all relevant national laws, including the Indian Trade Union Act 1926, Industrial Relations Code 2020, as well as applicable state and local labor regulations.

Our dedication extends across our entire value chain—including suppliers, contractors, joint ventures, and business partners—ensuring that every worker, irrespective of employment status, gender, or background, has access to robust social dialogue channels that foster inclusive and equitable participation.

This policy underscores our firm commitment to respecting workers' rights, cultivating cooperative relationships, and upholding the highest standards of ethical business conduct throughout our global operations.

**Approved By:**



Mr Kanwardeep Singh Anand  
Executive Director,  
Dated: 15.01.2025