



Eagle Cabs India Pvt. Ltd. - Labour, Health, and Safety Policy

Introduction

Eagle Cabs India Pvt. Ltd. is committed to ensuring a safe, healthy, and respectful work environment for all its employees. Our Labour, Health, and Safety Policy outlines the principles and practices we follow to maintain high standards of employee welfare, workplace safety, and occupational health.

1. Labour Policy

1.1 Equal Employment Opportunity

We are an equal opportunity employer and do not discriminate based on race, color, religion, sex, national origin, age, disability, or any other characteristic protected by law.

1.2 Fair Compensation

We provide fair and competitive compensation packages, which include wages, benefits, and incentives that reflect the skills, experience, and responsibilities of our employees.

1.3 Working Hours

We adhere to the regulations regarding working hours and ensure that all employees have adequate rest periods. Overtime is compensated according to legal requirements and company policy.

1.4 Employee Development

We are dedicated to the professional growth of our employees through regular training, skill development programs, and opportunities for career advancement.

1.5 Grievance Redressal

We maintain a transparent and accessible grievance redressal system to address employee concerns and disputes promptly and fairly.

Reg. Office :
H.N. 510, Sector 22B, Urban Estate
Gurugram, Haryana - 122001

Corporate Office :
Opp. Maruti Udyog Limited Dispatch Gate No.2,
Near Gurudwara, Gurugram (Hr.) Ph. 0124 - 4186371

Mail us : info@eaglecabs.in

2. Health Policy

2.1 Workplace Hygiene

We ensure that all workplaces are clean, hygienic, and equipped with necessary sanitation facilities. Regular inspections are conducted to maintain these standards.

2.2 Health Programs

We offer health programs, including medical check-ups, vaccination drives, and wellness initiatives, to promote the physical and mental well-being of our employees.

2.3 Health Insurance

We provide comprehensive health insurance coverage for all employees, including coverage for family members, ensuring access to quality medical care.

3. Safety Policy

3.1 Safety Training

We conduct regular safety training sessions for all employees, covering emergency procedures, first aid, and the use of safety equipment.

3.2 Safe Work Environment

We are committed to providing a safe work environment by identifying and mitigating potential hazards. Regular risk assessments and safety audits are performed to ensure compliance with safety standards.

3.3 Incident Reporting

All incidents, accidents, or near-misses must be reported immediately. We have established clear procedures for reporting, investigating, and addressing workplace incidents.

3.4 Safety Equipment

We provide necessary safety equipment and personal protective equipment (PPE) to employees and ensure its proper usage through regular monitoring and training.

3.5 Emergency Preparedness

Emergency preparedness plans are in place, including evacuation procedures, emergency contacts, and regular drills to ensure readiness in case of emergencies.

4. Employee Responsibilities

4.1 Adherence to Policy

Employees are required to adhere to this policy and actively participate in maintaining a safe, healthy, and respectful workplace.

4.2 Reporting Hazards

Employees must report any potential hazards, unsafe conditions, or violations of this policy to their supervisors or the designated safety officer.

4.3 Participation in Training

Employees are expected to participate in all mandatory training programs and apply the knowledge and skills acquired to their daily tasks.

5. Company Responsibilities

5.1 Policy Implementation

The management is responsible for the effective implementation and regular review of this policy to ensure it meets current legal and operational requirements.

5.2 Support Systems

We provide the necessary support systems, including resources and infrastructure, to facilitate a safe and healthy work environment.

5.3 Continuous Improvement

We are committed to the continuous improvement of our labour, health, and safety practices through feedback, audits, and the adoption of best practices in the industry.

Conclusion

Eagle Cabs India Pvt. Ltd. believes that the well-being of our employees is fundamental to our success. We are committed to upholding the highest standards of labour practices, health, and safety in all our operations. This policy will be reviewed periodically and updated as necessary to reflect changes in laws and best practices.

