



Inspiring Human Belief
in a Healthier World

Policy Against Forced Or Compulsory Labour

- We at Hetero shall not engage or support, forced or compulsory labour in any form. (i.e. bonded, forced or compulsory prison labour).
- All employees work voluntarily without any obligation.
- The terms and conditions relating to the employment are communicated prior to recruitment/ at the time of interview.
- Submission of documents do not relate to identity papers, originals or any monetary or non-monetary deposits.
- Hetero Group does not withhold any part of HR's salary, benefits, property, or documents in order to force such HR to continue working for the organization.
- Employees do not have exit barriers; they are free to terminate their employment provided that they give reasonable notice as per the terms of appointment letter.
- Neither Hetero nor any entity supplying labour to Hetero shall engage or support trafficking of human beings.
- Neither Hetero nor any entity supplying labour to Hetero shall collect any employment fees or costs in whole or in part from workers.
- Hetero shall promote awareness on forced labour among employees and all interested parties.
- Establish the process necessary to deliver the results in accordance with the requirements and implement the process against forced and compulsory labour.
- Monitor and measure the process against the requirements and take actions to continually improve the system.

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