



Inspiring Human Belief
in a Healthier World

Policy On Freedom Of Association and Collective Bargaining

- We at Hetero provide opportunities for workmen of Hetero to form themselves into trade unions or associations of their choice with a view to safeguard or protect their interests in service by means of collective bargaining and by having the right and facilities for access to their fellow workers within the legal frame work.
- Hetero Group ensures freedom of association and rights for collective bargaining.
- No recognized trade unions prevail in any of our group plants. If any unions are formed and representatives are elected by the workmen and officially communicated to the organizations, their representation will be accepted and invited for all negotiations.
- Worker participation is ensured in statutory committees like works committee, safety committee, canteen committee and sexual harassment committee, among others.
- The right of all employees to form and join trade unions of their choice and to bargain collectively is respected and facilitated.
- Maintain better conditions for employees through cordial relations and meeting their legitimate demands.
- Worker representatives are never subjected to any discrimination, harassment, intimidation, or retaliation and these representatives have access to their co-workers in the workplace.
- The members of this committee are never discriminated against and management does not interfere in their activities.
- There is also no case of victimization of employees in the organizations.
- Hetero shall promote awareness on freedom of association among our employees and related interested parties.
- Monitor and measure the process against the requirement and take actions to continually improve the system.

Dr. Vamsi Krishna Bandi
Managing Director
Hetero Group of Companies

1 September, 2022