



# WHEELS INDIA LIMITED

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## HUMAN RESOURCES MANAGEMENT POLICY

### Core Belief

The Company strongly believes that human resources which manage the other resources have infinite potential, and therefore, their development is the key to organizational effectiveness. We commit ourselves to integrate human resources with Organizational growth and development for mutual benefit.

### Policy

In pursuance of the above philosophy and in order to optimize utilization of human resources in the company, the company is committed to the following;

- To plan and induct appropriate manpower in terms of knowledge, skill and attitude.
  - To provide opportunity for growth to employees, in terms of remuneration, career and skill development and for attracting and retaining talent.
  - To value individual dignity and respect the time and efforts put in by employees.
  - To support innovation and well-reasoned risk taking by employees, aimed at growth and development of the Company and employees.
  - Maintain a healthy and harmonious relationship with the Union, employees and their family, built on mutual trust, respect, value system and transparency in dealings with them.
  - Promote “One Union in one Industry”, develop internal leadership for a strong internal union, through training and education.
  - To practice equity and fairness in all its dealing with employees.
  - Not to use child labour and forced labour in any form.
  - To continuously enhance knowledge, skill of employees at all levels for the performance of their present and future tasks better, through education and training and towards building a high-performance culture which is globally competitive.
  - To create an organizational climate to have motivated workforce, enhance productivity and quality of life of employees and their family.
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