



## Policy on Forced Labour

### **GUIDELINES**

### Policy Fact sheet:

Policy Owner:	Human Resource Department
Policy approve:	Global President, Narayan Seva Sansthan
Version:	2.0
Date:	01.04.2024
Scope:	This policy applies to all NSS Sadhak-Sadhika
Confidential	No- for internal use only
Policy status	Revision

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## **Forced Labour Policy**

### **1. Purpose**

This policy aims to prevent and eliminate forced labour within the NSS's operations and associated activities, ensuring compliance with applicable laws and best practices.

### **2. Scope**

This policy applies to all individuals associated with the NSS, including staff members, volunteers, beneficiaries, consultants, donors, and others. It covers all workplace settings, fieldwork, community engagements, and partner collaborations.

### **3. Prohibition of Forced Labour**

The NSS is committed to:

- Prohibiting any form of forced, bonded, or involuntary labour.
- Ensuring that all work relationships are based on free and informed consent.
- Conducting due diligence on partners, suppliers, and vendors to prevent forced labour.
- Supporting rehabilitative initiatives for affected individuals.

### **4. Responsibilities**

- **All Members:** Adhere to anti-forced labour laws and report any violations.
- **Management & Leadership:** Implement strict measures to prevent forced labour and ensure compliance.
- **Monitoring & Compliance Team:** Conduct regular audits, evaluations, and awareness programs.

### **5. Complaint Mechanism**

- Any concerns regarding forced labour must be reported promptly.
- The Monitoring & Compliance Team will investigate complaints and take necessary corrective actions.
- Mechanisms will be in place for reporting and addressing violations.

### **6. Protection Against Retaliation**

The NSS strictly prohibits retaliation against individuals who report forced labour concerns or participate in investigations.

### **7. Training & Awareness**

Regular training sessions and awareness programs will be conducted to educate all members on forced labour laws and ethical labour practices.

### **8. Confidentiality**

All reports and investigations related to forced labour concerns will be handled discreetly, with information shared only on a need-to-know basis.

### **9. Consequences of Non-Compliance**

Failure to comply with forced labour prevention guidelines may result in disciplinary actions, including termination and legal consequences.

### **10. Policy Review & Amendments**

This policy will be reviewed periodically to ensure effectiveness and compliance with legal requirements.

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