



MITS Global Consulting Private Limited

SOCIAL DIALOGUE POLICY

Version	Date	Prepared by	Reviewed by	Approved By
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Policy Statement:

MIT'S Global Consulting Pvt. Ltd. is committed to creating a workplace culture built on respect, fairness, transparency, and open communication. This Social Dialogue Policy affirms our commitment to meaningful engagement with employees and ensuring their rights to freedom of association, collective bargaining, and participation in decision-making, in line with international labor standards and national regulations.

Currently, there are no collective bargaining agreements in place at MIT'S, as employees have not formed or joined such representative bodies. In the absence of formal unions, MIT'S ensures alternative channels of employee participation and consultation, such as meetings, employee surveys, and a formal grievance mechanism.

Scope:

This policy applies to all employees, contractors, and temporary staff across all business units, subsidiaries, and locations of MIT'S.

Commitments:

We are committed to:

- Where employees choose not to unionize, MIT'S will provide alternative forms of worker representation and consultation.
- Comply with all national labor laws governing labor-management relations and collective bargaining.
- Ensure regular communication through open forums, team meetings, and management briefings.
- Employees are encouraged to share ideas, feedback, and concerns through structured mechanisms such as:
 - Employee satisfaction surveys
 - Town hall meetings and staff briefings
 - One-to-one meetings with managers
- Outcomes of these consultations will be documented and acted upon in good faith.
- Employees may raise workplace concerns through the Grievance Mechanism, which ensures confidentiality, non-retaliation, and timely resolution.
- All employees will be treated with dignity and respect regardless of role, status, or membership in representative bodies.

Roles and Responsibilities:

- The HR Department is responsible for implementing this policy and ensuring employees are aware of their rights.
- Senior management is accountable for creating an environment that promotes trust, dialogue, and participation.
- This policy will be reviewed annually, with inputs from employees, to ensure effectiveness and compliance with evolving best practices.

Records and Documentation:

- Employee satisfaction surveys
- Meeting records

Policy review:

We ensure that there is constant monitoring to prevent violations of this policy. This policy is subject to review and updated every six months and all changes will be communicated to the relevant stakeholders.

Reporting:

To raise grievances related to human rights and labor practices, Employee and HR portal can be used. Through this portal, employees can directly share their issues and concerns with the HR department, enabling HR to promptly view and address these matters.

Whistleblower mechanisms are available on the company website for reporting violations, if any.
