

1st May 2021

Employee Welfare Policy

To unlock human potential, ABN Scaffolds LLC strongly believes that dignified living and working condition, social and economic well-being of the employees are essential. These factors are essential to ABN Scaffolds LLC's vision of raising the quality of life for the employees.

It is the responsibility of ABN Scaffolds LLC to ensure that all applicable local laws and regulations are adhered to and we are committed to:

- ✓ **Provide equal and fair treatment to all employees on the basis of merit and prohibit against all illegal discriminations.**
- ✓ **Provide a fair and harassment free workplace to all**
- ✓ **Maintain open communication channel**
- ✓ **Create safe and healthy working environment for all**
- ✓ **Provide a decent accommodation for workers which comply the legal requirements**

This policy applies to all those who are employed by ABN Scaffolds LLC and its activities.

**ANDREW CLARKE,
MANAGING DIRECTOR.**