

Modern Slavery and Human Trafficking Statement
of GNRC Limited

This statement is made on behalf of GNRC Ltd. pursuant to applicable provisions regarding Modern Slavery and Human Trafficking and constitutes our slavery and human trafficking statement ahead.

Wherever we are, we operate in accordance with our Business Principles of quality, unity and integrity. These Business Principles guide our services and caregivers across our units / hospitals. They form the crux of our work - culture, our ethos.

We value our people and promote a culture of respect for the individual.

The statement illustrates how we apply our Corporate Principles in practice and reflects our continued public commitment to challenge and confront the use of forced, trafficked or child labour within our own organisation, our supply chains and our value chain.

Our structure, business and supply chains

The organization has hospitals in West Bengal and Assam.

The organization **GNRC Hospital** is the first super-specialty tertiary care hospital in Assam and North East India. The 135-bedded facility is designed to provide care for core specialties such as Neurology, Neuro-surgery, Cardiology & Cardiac Surgery, Accident & Emergency and Orthopedics & Joint Replacement Surgery. Other specialties include General Medicine, ENT, General Surgery, Psychiatry, Radiology, Blood Bank, Neuro-physiology, Physiotherapy and Rehabilitation, Interventional Radiology, Interventional Cardiology, Non-invasive Cardiac Lab and many more. The hospital is equipped with latest technology for medical investigations such as blood test, MRI, CT Scan, X-Ray, Angiography, Colour Doppler test and other pathology & radiology services, along with state-of-the-art medical equipment in Operation Theater and Intensive Care Unit. The hospital also provides customized healthcare packages across categories and age groups, promoting preventive healthcare and early intervention.

For GNRC Ltd.


Company Secretary

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The organization's suppliers include suppliers of medical equipment, IT and communications equipment and services; pharmacy and consumables, office cleaning and other facilities management services; transport such as airlines and couriers; marketing such as merchandise suppliers and conference providers; office equipment and supplies; and professional services such as auditors, legal counsel, banks, insurers and recruitment agencies.

Policies

Human rights

The policy is supported by our HUMAN RESOURCES DEPARTMENT (HRD) which provides an introduction to the business and human rights agenda and an explanation of the main principles of the policy and their relevance to all our staff according to their specific functions.

Employment

We have over 3500 people (employees, doctors and contractors) engaged in GNRC LTD. and we apply the highest possible standards in the recruitment and employment of our people.

As well as ensuring that the policies set out in the COMPANY SERVICE RULES is complied with, we:

- ensure that all legal obligations are complied with in the recruitment and orientation process with a particular focus on an individual's right to work in the region which they will be engaged;
- conduct an appropriate level of due diligence on our prospective employees prior to them joining the firm, including a robust selection process and we undertake a number of other background checks including taking up employment references;
- recruit, promote and develop our people on the grounds of merit and capability alone and have a well-developed Diversity & Inclusion policy and plan to ensure we have a diverse workforce and an inclusive culture.

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For GNRC Ltd.


Company Secretary



EMPLOYEE RIGHTS AND RESPONSIBILITY:

Employee Rights

1. To be aware of the hospital policies
2. To avail the benefits being extended by the organization.
3. If anyone believes that he/she has been the victim of harassment he/she has the right to report it immediately to the HOD/HR department.
4. To be treated considerately and respectfully and not discriminated on the basis of caste, religion, sex or socio-economic background.
5. To be aware of the terms and conditions as specified in the appointment letter.
6. To seek clarity on the target to be achieved/job to be performed and the roles/responsibilities associated with the task to be performed.

Employee Responsibilities

1. All employees of GNRC Ltd are required to contribute to the highest standards of medical and service excellence.
2. Every employee shall follow a certain code of conduct during his commitment with the organization.
3. Employees may be required to work overtime when the work load so necessitates.
4. Leave should be planned well in advance and prior sanction taken before proceeding on leave.
5. If for whatever reason an employee is unable to report to work on schedule he/she must inform his/her HOD/In-charge preferably in writing.
6. All employees are expected to maintain proper discipline, professional ethics and complete integrity in the performance of work.
7. Employees are expected to use emails and internet access that is provided in a manner which is ethical or lawful.
8. All Employees are responsible for ensuring that the equipment allocated to them or use in their work in used and maintained in accordance with the standard operating guidelines

For GNRC Ltd.

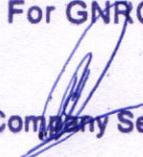

Company Secretary

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9. All Employees are expected to maintain complete confidentiality in respect of their documents and information they handle.
10. Employees are not expected to have any contact with the press or make any public statement without the prior approval of the organization.
11. The organization has adopted an open office plan thus employees are encourage to be sensitive to those around them by conversing in soft tone and quite behaviors
12. Employees are expected to speak either in Assamese, Hindi or English while on duty use of local vernacular language is strictly prohibited.
13. Employees are encouraged to adopt clean desk policy and clear up their work stations on completion of each work day. They shall ensure that all confidential papers are kept securely
14. Employees specially working in patient contact areas such as Nurses, CRM, House Keeping etc, are expected to be in uniform while at work, Employees who are not provided uniform shall follow a business dress code.
15. It is responsibilities of each employee to promptly notify to HR department of any changes in their personal data.
16. All Employees are expected to be compliant with the Rules and Regulations as laid down in the SERVICE RULES of GNRC Limited.
17. The Certified Standing Orders applicable to GNRC Ltd. provides an illustrative list of Misconducts, all employees are expected to be responsible and not indulge in any act of misconduct either alone or in combination with others.
18. All Employees are expected to be aware of the Vision and Mission statement of the Organization and work in consonance with the same for achieving the goals of the organization.
19. Patient safety is paramount, all employees should single minded work towards the same

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For GNRC Ltd.

Company Secretary



Supply chains

Members of staff and management involved in the procurement of goods and services have been trained to identify potential human rights issues and to use appropriate governance channels and protections in high risk situations.

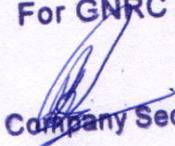
All our suppliers and vendors are required to pay the minimum wage to their employees.

Our Clients

Patient Rights

1. Right to be treated with respect and dignity
2. Right to protect from physical abuse and neglect
3. Right to privacy & confidentiality
4. Right to safety and security
5. Right to know about the diagnosis, medical condition, treatment plan, complication and prognosis
6. Right to be participate in care taking decision
7. Right to give consent
8. Right to be informed about pain and pain relief measures.
9. Right to choose a doctor
10. Right to seek second opinion
11. Right to refuse treatment
12. Right to be educated about the medications, diet, prevention and other aspect of disease process.
13. Right to give consent for research activities
14. Right to voice complaint
15. Right to have access to medical records
16. Right to know the expected cost of treatment

For GNRC Ltd.


Company Secretary

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Patient Responsibilities

1. To provide complete and accurate information about personal details, medical condition & pre-existing disease
2. Ask for clarification about illness or any other doubt
3. Follow the treatment plan recommended by your doctor
4. Inform us of changes in your condition and symptoms including pain
5. Actively participate in your pain management plan
6. Accept financial responsibilities and settle your bills promptly
7. To follow hospital policies regarding smoking, Noise, visiting time, number of visitors and other rules and regulations
8. To treat hospital staff with respect and dignity
9. Be considerate and cooperative
10. Take care of your belongings
11. To adhere to scheduled appointments
12. Be respectful of the hospital property
13. Not to bring any weapons, alcohol or unauthorized drugs into the hospital premises
14. Report any issues, complaints or concerns that may affect your care
15. Give honest feedback about hospital services.

Capacity building

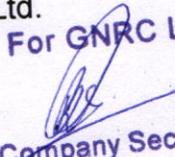
The organization is committed to spreading awareness under the foundation - AFFORDABLE HEALTH MISSION in order to promote capacity building amongst our stakeholders as well as the public.

Training

The Firm's human rights policy training is provided to all new recruits.

This policy shall be in compliance to applicable rules and regulations and shall be updated as required accordingly.

For GNRC Ltd.

Signature :  For GNRC Ltd.

Company Secretary

Name : Mr. Biswajit Das

Designation : Company Secretary

Dated : 19/05/2021

