
Forced or Compulsory Labor Policy

At **BerryBlues Export (OPC) Pvt Ltd's** garment factory, we uphold the fundamental human right that all work must be voluntary and free from coercion, intimidation, or any form of forced labor. We are committed to maintaining ethical standards and ensuring that our operations and supply chain are free from forced or compulsory labor. Our policy includes:

1. **Prohibition of Forced or Compulsory Labor:**
 - We strictly prohibit the use of forced, bonded, or indentured labor, involuntary prison labor, human trafficking, or any form of slavery-like practices.
 - All work must be performed voluntarily, and workers must have the freedom to leave their employment or terminate their work arrangement with reasonable notice.
2. **Recruitment and Employment Practices:**
 - We do not engage in any form of recruitment or employment practices that may lead to forced labor or human trafficking, including deceptive recruitment promises, retention of identity documents, or excessive recruitment fees.
 - Recruitment agencies and labor brokers used by our company must adhere to ethical recruitment practices and comply with local laws and international standards.
3. **Worker Awareness and Training:**
 - We provide training and awareness programs to all employees, supervisors, and managers on the prohibition of forced labor, human trafficking, and the importance of ethical labor practices.
 - Employees are educated on their rights and the procedures for reporting any concerns related to forced labor or violations of this policy.
4. **Monitoring and Audits:**
 - We conduct regular audits and assessments of our operations and supply chain to evaluate compliance with this policy and identify any potential risks of forced labor.
 - Audits may include verification of recruitment practices, worker interviews, and documentation reviews to ensure adherence to ethical standards.
5. **Grievance Mechanisms:**
 - We maintain accessible and confidential grievance mechanisms that allow employees and stakeholders to report concerns or complaints related to forced labor or labor rights violations.
 - Reports are investigated promptly, and appropriate corrective actions are taken to address any identified issues and prevent recurrence.
6. **Continuous Improvement:**
 - We continuously review and improve our policies, procedures, and practices related to preventing forced labor and promoting ethical labor practices.
 - Feedback from audits, stakeholders, and ongoing monitoring efforts is used to enhance our approach and ensure effective implementation of this policy.