



**SOCIETY FOR AFFORESTATION, RESEARCH &  
ALLIED WORKS, DANDELI**

**'A' – HOSTEL, Room No. – 5, Dandeli – 581 325**

**Reg. No. 50 / 01 – 02**

**Tele Fax: 08284 231306**

**Dated: 12-09-2001**

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**Contract (Labour) of Contract Policy**

Our Contractors are mainly from the plantation or from the neighbouring community. There could be a tendency for them to follow their own rules and working method and have no idea about Sustainable Forestry, FSC or on the company policies. All contractors have to be made fully aware of FSC Principles & Criteria and in regards to SARA policies in respect of safety health, First aid procedures, wildlife, damages to Biodiversity, any third parties etc. SARA follows as per guidelines in conventions 87 & 98 of the ILO of ministry of Labour, India

Therefore, few extra paragraphs have been added to their contract agreement for effect from January, 2011. Our contractors are not permitted to sub lease the contracts to another party. Should the necessity arise the field officer will fill up CAR forms under the supervision of the manager & relevant risk assessment will be done by the manager and such event/information will be evaluated annually to rectify/amend the policy for smooth operations and strict compliance of policy.

Our contract sheet will include the following details:

1. Details of contact & address of Contractor & Contract personnel like Aadhar/PAN Card/Driving License/Voter ID etc.
2. Job to do and places (Name of Sections/Villages).
3. Time Frame



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4. Information about FSC & about Sustainable Forestry.
  5. Insurance Covered Policy of Contract Person
  6. Contract Period of contract.
  7. Health and Safety Rule and Regulations.
  8. Damages to the third party
  9. No injuries shall happened in the field activity, is ole responsibility of Contractor
  10. Agreed value of contract
  11. Strictly follow the labour contract policy and not allow any worker less than age of 14 years, Harvesting and Transport contractor after felling of debarked wood at FMUs Site.

All contractors and their employee will receive **FSC General Information sheet** before the contractor enters into an agreement with company. Further all Contractors working in Plantations shall submit an undertaking that they will follow all FSC Principles and Criteria and Other norms.

**Penalties:** Following penalties will be imposed if a contractor for non-performance

1. Ist warning: stop activities till everything is proper arranged.
2. IInd warning: Financial penalty (to be decided as per contract)
3. IIIrd Warning: Black listed, will be debarred from future contracts.

**Regulation:**

Any changes to this policy will be at discretion of the management committee of SARA.in consultation with relevant authorities.

**Dandeli**

**Date: 01.01.2018**

  
**ASSOCIATE DIRECTOR**