

## **Contract (Labour) for Contractors Policy**

All contractors must be made fully aware of FSC® Principles and Criteria and regarding 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 and 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. Should the necessity arise the field officer will fill up CAR forms under the supervision of the manager and 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 and address of Contractor and Contract personnel like Aadhar/PAN Card/Driving License, Voter I.D etc.
2. Job to do and places (Name of Division / villages).
3. Time Frame
4. information about FSC® and 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 happen in the field activity, is sole responsibility of Contractor
10. Agreed value of contract

All contractors should strictly follow the Labour contract policy and not allow any workers less than age of 18 years, for Harvesting and Transport operation of harvested wood at Site of Farm Management Units as per ILO regulations.

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



**SOCIETY FOR AFFORESTATION, RESEARCH AND ALLIED WORKS,**

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

**Tele: 08284 231306**

**Email: sarawrks@gmail.com**

**Reg. No. 50 / 01 – 02**

**Dated: 12-09-2001**

Penalties:

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

1. 1<sup>st</sup> warning: stop activities till everything is properly arranged.
2. 11<sup>nd</sup> warning: Financial penalty (to be decided as per contract)
3. 111<sup>rd</sup> Warning: Blacklisted, will be debarred from future contracts.

Regulation:

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

Place: Dandeli  
Date: 01.05.2025

Director/Chairman