



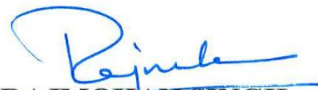
JCT LIMITED

Expectant Mothers' Care Policy

The women's health and behavior during pregnancy affects the growth of her baby. Thus, during these days women should take good care of their health. Keeping in view of the above the JCT is committed to provide good environment and social security to the expectant mothers, with following below measures:

- *All the expectant mothers during and after pregnancy shall be given the legal benefits as per Maternity Benefit Act, 1961 and ESI Act, 1948 like -
 - *Paid time off for antenatal and post natal care.*
 - *Maternity Leave.*
 - *Maternity Pay Benefits.*
 - *Protection against unfair treatment.**
- *They shall be provided the just and human conditions of work, which should have safe and clean environment as well as healthy working conditions.*
- *They should not be employed on or near the areas which may have potential hazard to their health.*
- *They should be provided adequate rest intervals during the working hours.*
- *The management shall ensure adequate facilities for the – Drinking water, Washing, Rest rooms and First aid facilities at the work place.*

1st Aug. 2011


RAJMOHAN SINGH
DIRECTOR [OPERATIONS]