

Date : Sept 05, 2023

DECLARATION

We SWAGON ENGINEERING PVT. LTD. Hereby declare that the statement made by in all respects, correct and true to the best of our knowledge and belief; we agree that this declaration shall be the basis of our agreement between us.

To our employees we ensure and provide *Induction & training which is skills training*. It's about the basics that seasoned employees all take for granted: what the shifts are; where the notice-board is; what's the routine for holidays, sickness; where's the canteen; what's the dress code; where the toilets are.

By this way new employees gets opportunity to understand the project mission, goals, values and philosophy; personnel practices, health and safety rules, and of course the job they're required to do, with clear methods, timescales and expectations.

On the point of *values and philosophy*, induction training offers a wonderful early opportunity to establish clear foundations and expectations in terms of ethics, integrity, corporate social responsibility,

All above declaration have been made with our understanding and if any discrepancies found against our declaration, we are solely responsible for non-compliances.

for, Swagon Engineering Pvt. Ltd.

Director

