

POLICY OF PREGNANT OR NURSING WOMEN EMPLOYEES

Wilhelm Textile India Pvt. Ltd. has adopted its policy regarding pregnant and nursing women in order to meet the requirement Indian Factory Act 1948 and the International Labour Organization Convention No. 183, that provides the following benefits to a pregnant or nursing women

- 14 weeks of maternity leave benefit to women to whom the instrument applies.
- Women who are absent from work on maternity leave shall be entitled to a cash benefit which ensures that they can maintain themselves and their child in proper conditions of health and with a suitable standard of living and which shall be no less than 100 % of her previous earnings in Mehru
- Pregnant woman or nursing mother is not obliged to perform work which has been determined to be harmful to her health or that of her child, and provides for protection from discrimination based on maternity.
- The employment of a woman during pregnancy or absence on maternity leave, or during a period following her return to work, childbirth and its consequences, or nursing shall not be terminated ,except on grounds unrelated to pregnancy.
- Women returning to work must be returned to the same position or an equivalent position paid at the same rate.
- Wilhelm Textile India Pvt. Ltd. also provides a woman the right to one or more daily breaks or a daily reduction of hours of work to breastfeed her child.

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