OUR VALUES IN PRACTICE

Worker Rights, Voice, and *Safe Work*

- *Rights protected, safety assured*

Worker dignity is strengthened through practical systems, not statements. **Rights. Voice. Safety. Closure.** When safe work routines, fair hours, and trusted grievance channels operate reliably, and issues are actually closed, social performance becomes stable rather than seasonal.



RIGHTS	VOICE	SAFETY	CLOSURE

A safe workplace with a voice that is heard protects people first, and protects the business as a result.

QUANTUM SYSTEMS MANAGEMENT PVT. LTD.
www.quantumsystems.in

01 WHAT THIS VALUE MEANS TO US

Dignity backed by real systems

For us, worker rights, voice, and safe work are protected through practical systems, not statements alone. They mean safe working routines, fair treatment, and working hours and rest that are managed honestly rather than stretched under pressure.

They mean respectful communication between workers, supervisors, and management, grievance channels people actually trust, and firm protection from retaliation. Above all they mean closure discipline, where concerns are reviewed fairly and followed through until they are genuinely resolved.

02 WHY IT MATTERS IN RESPONSIBLE BUSINESS

Stable, not seasonal performance

Trust that holds up

When people feel safe and heard, they stay, they speak up early, and they take care of the work. Reliable safety and a real voice build the kind of trust that keeps performance steady rather than rising and falling with pressure.

Credibility under scrutiny

In social compliance, ESG, and human rights due diligence, working hours, safety, and grievance handling are examined closely. Systems that work and issues that close stand up to buyer audits and earn lasting confidence.

GRIEVANCE CLOSURE LOOP

Raise › Record › Review › Act › Communicate

Rights protected, safety assured

Worker voice only counts when something happens after it. Real protection is a concern raised, reviewed, acted on, and closed, with the worker told the outcome.

03 HOW WE EMBED THIS IN PRACTICE

What this looks like in everyday work

Safe work routines
Tasks are set up with preventive controls and the right protective equipment, so safety is built into the work.

Trusted grievance channels
Workers can raise a concern through routes that are known, accessible, and genuinely acted upon.

Fair hours and rest
Working hours and rest are managed fairly, in line with the law, rather than stretched under pressure.

Fair review of concerns
Concerns are reviewed fairly and without bias, with the worker treated with respect throughout.

Respectful supervision
Supervisors and managers lead with respect, because how instructions are given shapes how safe people feel.

Non retaliation
No one is penalised for raising a concern in good faith about safety, conduct, or working conditions.

Worker communication
People are kept informed and invited to take part, so safety and standards are shared, not imposed.

Closure with evidence
Issues are followed through to a real close, with the action taken recorded and communicated back.

04 WHAT WE EXPECT OF ONE ANOTHER

Shared responsibility across our network

Our employees
Work safely, look out for colleagues, follow agreed routines, and raise concerns early through the right channels.

Supervisors and managers
Model safe, respectful conduct, listen to concerns, and make sure issues are recorded and followed through.

Our leadership
Resource safety properly, own the workplace climate, and treat worker voice as a signal worth acting on.

Partners and suppliers
Uphold the same safety and grievance standards in their own operations and in work shared with us.

05 GOVERNANCE AND ACCOUNTABILITY

Worker rights and safe work become credible only when they are supported. We hold ourselves to clear standards, safe operating routines, reporting pathways, open worker communication, fair investigation, corrective action with closure, firm non retaliation, management review, and continuous improvement.

06 | OUR CLOSING COMMITMENT

Quantum Systems is committed to workplaces that are safe, fair, and open to worker voice. We will keep our safety routines reliable, our grievance channels trusted, and our issues closed with clear evidence of what was done.

Quantum Systems Management Pvt. Ltd.