



SOCIETY FOR AFFORESTATION, RESEARCH AND ALLIED WORKS (SARA)

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Contracts of Contractors Policy

Our contractors are mainly from the plantation or from the neighboring community. There could be a tendency for them to follow their own rules and working methods and have no idea about sustainable forestry, FSC or on the company policies. All contractors have to be made fully aware of FSC principles & criteria and in regard to SARA policies in respect of safety, health, first aid procedures, hunting, damages to third parties etc.

Therefore, few extra paragraphs have been added to their contract agreement form with effect from January, 2011. Our contractors are not permitted to sub lease the contracts to another party. Should the necessity arise the Field officer will fill up CAR forms under the supervision of the manager & relevant risk assessment will be done by the Manager and such event/information will be evaluated annually to rectify/amend policy.

Our contract sheet will include the following details.

- Details of contractor and contact persons.
- Job to do and places (sections).
- Time frame.
- Information about FSC & about sustainable forestry.

- Health & Safety rules and regulations
- Damages to the third party
- Agreed value of the contract.

All contractors and their employees will receive a FSC general information sheet, before the contractor enters into an agreement with the company.

Penalties

The following penalties will be given if a contractor for non compliance

- 1st Warning; stop activities till everything is properly arranged.
- 2nd warning; financial penalty (to be decided per contract).
- 3rd Warning; black listed. 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.

Dandeli
Date: 01.01.2011

CHAIRPERSON/DIRECTOR