



PLATFORM NOTICE & DISCLAIMER

NBCC Shram Setu is a digital facilitation platform provided by NBCC (I) Limited. The Portal operates as a facilitation and discovery mechanism only. NBCC (I) Limited is not the employer, principal employer for the purposes of this Portal engagement, contracting purchaser or payment obligor of any manpower engaged through the Portal, unless NBCC is expressly shown as a contracting party under a separate written contract.

TERMS AND CONDITIONS OF USE

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TERMS OF REGISTRATION & ENGAGEMENT FOR MANPOWER VENDORS

Nature of the Portal. I understand that the NBCC Shram Setu Portal is a digital facilitation platform. Registration, verification, validation or activation on the Portal shall not, by itself, constitute empanelment, pre-qualification, certification, recommendation or guarantee by NBCC (I) Limited regarding my statutory compliance, technical capability, financial capacity, workforce quality or performance.

Engagement is not with NBCC. I understand that any manpower engagement arising through the Portal shall be between the manpower-requiring Contractor/Agency and me, on mutually agreed terms. Mere registration, matching, communication or generation of a manpower requirement/engagement request through the Portal shall not create an employer-employee relationship between NBCC and my workers, or make NBCC the contracting purchaser/payment obligor for such manpower.

Accuracy of information. I shall remain responsible for the accuracy, authenticity and continuing validity of the information/documents furnished (including PAN, GST, Labour Identification Number (LIN), contractor licence, EPFO/ESIC particulars, insurance and other registrations/approvals, wherever applicable) and for compliance with all applicable laws.

Statutory compliance. Before actual deployment of any worker identified through the Portal, I shall ensure compliance with the applicable Labour Codes, Rules, notifications and project-specific requirements, including wages and records (Code on Wages, 2019), contract labour (OSHC Code, 2020), social security (EPF/ESI), construction worker cess/welfare obligations, and inter-State migrant worker benefits, wherever applicable.

Age eligibility. I confirm that no person below 18 years shall be shown as deployable manpower through the Portal.

Worker data. I confirm that I have lawful authority to submit worker-level data on the Portal and have complied with applicable notice/consent requirements. I understand that such data shall be used only to the extent necessary for matching, compliance and deployment, and that worker mobile numbers, precise location, financial information and other personal data are subject to role-based access and masking.

Suspension. I understand that expiry, suspension, material discrepancy or non-compliance may result in restriction or suspension of Portal access/deployment, without prejudice to contractual or statutory action.

DPDT Act Compliance. I hereby acknowledge and agree that the Portal is being operated in readiness for, and shall comply with, the Digital Personal Data Protection Act, 2023 and the Digital Personal Data Protection Rules, 2025, from their respective applicable commencement dates.

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Contractual basis. I am a Business/Contractor/Agency working under NBCC (I) Limited and shall register and use the NBCC Shram Setu Portal in accordance with the applicable tender/GCC/SCC/work order and other binding contractual provisions.

Engagement is mine, not NBCC's. I understand that any manpower engagement arising through the Portal shall be between me and the Manpower Vendor/Labour Contractor on mutually agreed terms. Any "Work Order" or similar engagement document generated through the Portal shall not be construed as an NBCC work order, purchase order or direct manpower engagement, unless NBCC is expressly shown as a contracting party under a separate written contract.

Payment responsibility. I understand that the contracting parties and payment responsibility for manpower engaged through the Portal are will be expressly governed by the engagement, and that NBCC is not the contracting purchaser/payment obligor for such manpower.

Statutory, labour and safety compliance. Before actual deployment of any worker identified through the Portal, I shall ensure compliance with the applicable Labour Codes, Rules, notifications and project-specific requirements, including wages, contract labour, social security, construction worker cess and inter-State migrant worker obligations, and the site and safety clearance requirements (safety induction, PPE, competency verification, medical fitness, insurance/employee compensation coverage), to the extent applicable to me.

Data protection. I shall use worker and vendor data available on the Portal only for legitimate Portal, matching, compliance and deployment purposes, and shall not misuse, export or disclose it except as permitted.