



Policy on Prohibition of Child Labour and Prevention of Forced Labour at the Workplace

Philosophy

Supack Industries Pvt. Ltd. believes in a "No Child Labour and No Forced Labour" policy.

Introduction

The foundation of **Supack** 'No Child Labour Policy' is based on the Company's commitment to find practical, meaningful and culturally appropriate responses to support the elimination of such labour practices. It has been formulated in consideration with the acts. It therefore endorses the need for appropriate initiatives to progressively eliminate these abuses.

Policy

Supack does not employ any person below the age of eighteen years at the workplace. Supack prohibits the use of child labour and forced or compulsory labour at all its units. No employee is made to work against his/her will or work as bonded/forced labour, or subject to corporal punishment or coercion of any type related to work.

Implementation

This policy is publicly available throughout the Company and clearly communicated to all employees in a manner in which it can be understood through induction programmes and policy manuals. The implementation of the policy is the responsibility of the unit's human resources department and the security staff, who do not permit minors to enter the factory as workers. There is zero tolerance policy towards its breach. Employment contracts and other records, documenting all relevant details of the employees, including age, are maintained at all units and are open to verification by any authorised personnel or relevant statutory body.

Monitoring & Audit:

Periodic assessment is conducted. The human resources department undertakes random checks of records annually.

SUPACK INDUSTRIES PVT. LTD.



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