

Date: 14.08.2023

## Social Compliance Policy

### Child Labour Policy

It is the policy the company ensure that no child labour is employed for the production of company's goods and/or services.

### Forced Labour Policy

It is the policy of company towards forced labour, which states that the company does not use any forced or involuntary labour, whether prison, bonded, indentured or otherwise. This is being achieved by ensuring that all the employees work voluntary without any pressure from their superiors or subordinates.

### Health & Safety Policy

It is the policy of company to maintain healthy and safe working environment in the factory premises, this is achieved by ensuring that all the employees make every reasonable effort in accident prevention, fire protection, training & health preservation.

### Freedom of Association Policy

It is the policy of company to allow employees to associate freely & bargain collectively of individually without any fear.

### Discrimination Policy

It is the policy of company not to get engaged in or support discriminatory practices in hiring & employment based on age, race, religion, gender, region, disability, political affiliation or union membership.

### Disciplinary Practices Policy

It is the policy of company not to get engaged or support the use of corporal punishment, mental or physical coercion or verbal abuse.

### Working Hours Policy

It is the policy of company to ensure that:

The working hours do not exceed the maximum limits prescribed in local govt laws.

### Compensation Policy

It is the company to ensure that all employees receive regularly at least the minimum wages & benefits as per the notification published from time to time by govt. of India dept of labour.

### Environment Policy

It is the policy of company to prevent and control all harmful emission environmentally dangerous material.

### Custom Compliancy Policy

It is the company to comply all applicable customs laws and establish and maintain procedure to comply with custom laws regarding transshipment of shipment.

### Security Policy

It is the policy the company to maintain the procedure to guard against the introduction of non-manifested cargo into outbound shipment.

### Business Integrity

It is the policy company follows moral and ethical framework of business involving consistency, accountability and professionalism. Avoiding activities such as fraud, bribery, falsification or obstruction of justice.

### **Authorized Signatory:**

**Electranex India Private Limited**

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