



Ashapura International Ltd

SA 8000 : 2014 Social Accountability Policy

Ashapura International Ltd is committed to ;

- a) Protect employee's right and improve social performance in the organisation,
- b) Penetrate requirements of SA 8000 : 2014 standard in supply chain at the points it can influence,
- c) Comply with applicable labour, health and safety related local, national and all other laws prevailing to industry standard,.
- d) Comply with following fundamental elements of SA 8000 : 2014 standard
 - i. **Child labour** : We are not engaging workers who are below 18 years age
 - ii. **Forced labour**: We are not supporting use of forced or compulsory labour in our work practices.
 - iii. **Health and safety**: We are maintaining requirements of OHSAS 18001: 2007 to comply in order to provide safe and healthy work place to workers.
 - iv. **Freedom of Association** : We are respecting principle of Freedom of association and value the voice of workers
 - v. **Non Discrimination**: We are not promoting discrimination in our business practices on basis of gender, caste, religion, age & marital status. We are ensuring equal opportunities are provided in hiring, promotion, training and access to employment benefits.
 - vi. **Disciplinary practices**: We are treating all employees with dignity and respect.
 - vii. **Working Hours**: We are following working hours requirements as per applicable law.
 - viii. **Remuneration**: We are providing remuneration to our employees which meet or exceeds minimum wages as required by the applicable law.
 - ix. **Management System** : We will improve social accountability management system by
 - Increasing awareness about SA 8000 : 2014 requirements with trainings, meetings & communications
 - Identifying and addressing risks related to compliance with SA 8000 : 2014 standard requirements
 - Monitoring and uplifting social accountability performance on regular basis

Approved by

A handwritten signature in blue ink, appearing to read "Gushwa h", is written over a horizontal line.

Top Management

1st November 2017