

## **Social Accountability Policy**

Century Rayon is committed to protect employees' rights and improve labour conditions and social performances within the organization and also in all its stakeholders and relationships. Century Rayon recognizes the valuable role that we can play in long-term protection of human rights.

Century Rayon is committed to comply with local, national and all other applicable laws and prevailing industries standards.

The Management of Century Rayon has chosen to comply with Social Accountability (SA) 8000 Standard and is committed to conform to the following elements.

**Child Labour:** We do not engage or use child labour • We do not recruit a person who is less than 18 years' of age.

**Forced or Compulsory Labour:** We do not engage in or support use of forced or compulsory labour, nor do we indulge in the deposit of original identity papers with the company.

**Health & Safety:** We provide a safe & healthy work environment to our employees • Safety Head is the safety in-charge for implementation of health & safety element of SA 8000 • Appropriate steps are taken to ensure that health and safety hazards are identified and addressed • In case of safety violation, employee can inform safety committee member of his / her department or Safety Head or Social Performance Team (SPT) • We provide the required PPEs to all employees which has to be used all the time.

**Freedom of Association & right to collective bargaining:** We respect trade unionism and freedom of expression.

**Discrimination:** We neither engage nor support discrimination based on caste, gender, religion, age or national or territorial or social origin etc.

**Disciplinary Practices:** We treat all our employees' with dignity and respect • All disciplinary actions are in accordance with the Law.

**Working Hours:** We comply with industry norms and local laws on working hours • Forty-Eight hours per week • One day off per week.

**Remuneration:** We comply with the necessary legal requirements • Wage slips are provided to all personnel to understand wages calculation and receive clarifications in this respect in a timely manner.

**Management Systems:** We have SA 8000 policy and procedures • We have a Social Performance Team (SPT). Management and Unions representatives are part of the SPT • SPT implements and monitors the SA 8000 elements.



O. R. Chitlange  
CEO – VFY (Fashion Yarn) Business