

## SOCIAL ACCOUNTABILITY POLICY

We at Lalan Group of Companies (Lalan Rubbers (Pvt) Ltd and Central Rubber (Pvt) Ltd) is committed to provide a socially accountable work environment to all employees and uphold ethical business practices by respecting employees' rights. We shall achieve these by adopting a companywide culture.

The company in its social accountability policy is committed to:

- Not engaging in or supporting the use of forced or compulsory labor or requiring personnel to pay "deposits" or submit identification papers upon commencing employment.
- Providing a safe and healthy workplace environment by minimizing, so far as it is reasonably practicable the causes of hazards inherent in the work place environment.
- Taking effective steps to prevent potential accidents & injury to workers health arising out of associated with or occurring in the course of work.
- Providing effective health and safety instructions to personnel on a regular basis and planning such instructions so as to be repeated for new and re assigned personnel through establishing a system to detect, avoid or respond to potential threats to the health and safety of personnel.
- Not engaging in supporting discrimination in hiring, remuneration, access to training, promotion, termination or retirement based on race, national origin, caste, birth, religion, disability, sex, sexual orientation, union membership or political opinions.
- Not allowing any behavior, including gestures, language and physical contact that are sexually coercive, threatening, abusive, and exploitative and not engaging in or tolerating the use of corporal punishment, mental or physical coercion or verbal abuse.

Management have the responsibility of ensuring that the policy for social accountability is communicated and understood by all personnel engaged in tasks that can influence social accountability matters and that they are aware of their obligations and they are provided with adequate and appropriate resources.

The company is aware of its responsibility to provide resources for the control of the management system for social accountability. Maximum effort is directed towards providing satisfactory services whilst ensuring that any problems that do arise are resolved in an experience and professional manner. This policy shall be reviewed annually.

Signature (CEO):  .....

Date: 20.06.2020