

## HUMAN RIGHTS POLICY

Respect for human rights is fundamental to the sustainability of the Lalan Group of Companies (Lalan Rubbers (Pvt) Ltd and Central Rubber (Pvt) Ltd) and the communities in which we operate. In our companies and cross our system, we are committed to ensuring that people are treated with dignity and respect.

The Lalan Group's Human rights policy is guided by international human rights principles encompassed in the Universal declaration of human rights, the international labor organization's declaration on fundamental principles and rights at work, the united nations global compact and the united nations guiding principles on business and human rights.

Lalan Group is committed to:

- Respect for Human rights
- Respect our employees' Freedom of association and collective bargaining
- Provide a safe & healthy workplace and complies with applicable safety & health laws, regulations & internal requirements.
- Provide workplace security
- Prohibits the use of forced labor & human trafficking
- Prohibits the use of Child labor
- Operate in full compliance with applicable wage, work hours, overtime & benefits as per the laws.
- Respect workers information security

This policy to all Employees, Management, Visitors, Contractors, Suppliers and Service provides. Lalan Group commits to apply this policy at all times, to all activities within the business we operate.

Head of HR of Lalan group and the site HR executive has the overall responsibility for the implementation of this policy

This policy should be communicated among the workforce of the company. This policy shall be reviewed annually.

Signature (CEO):  .....

Date: 20.06.2020