

Policy No.	Process Owner	Effective Date
SEPL/HR/036	FH - HR	01/04/2022

Purpose	The purpose is to share Shaily Engineering Plastics Ltd.'s ideology with Internal & External Business Partners on Freedom of Association.
Scope	This Code of Conduct applies to all employees and stakeholders of the company (including but not limited to customers, suppliers, contractors, etc.)

Objective:

To secure IWAY Standard (IKEA) / RBA(Responsible Business Alliance)/ SA 8000(Social Accountability) /URSA(Unilever Responsible Sourcing Audits)/Customers' Code of Conduct & Compliance Commitment OR equivalent compliance standards on human rights.

Freedom of Association and Right to Collective Bargaining:

Respect all personnel rights to form, join and organize trade union of their choice and to bargain collectively.

Freedom of Association:

There are no prohibition for employees to associates and assemble to express their opinions related to workers and labors welfare, as long as they enter a official organizations legalized by Law, and no punishment shall be given in their involvements within those organizations.

We support the protection of human rights, particularly those of our employees, the parties we do business with and the communities where we operate.

- Respect our employees' rights to voluntary freedom of association, under the law
- Provide a safe and healthy working environment
- Do not support forced and compulsory labour or the exploitation of children
- Support the elimination of employment discrimination and promote diversity in the workplace
- Provide our employees with remuneration and tools for growing their careers, and take their wellbeing into consideration
- Promote fair competition and do not support corruption
- Conduct our business with honesty and integrity in compliance with applicable laws
- Develop and implement company procedures and processes to ensure we comply with this policy.

Revision History:

R00- New Release

Prepared By		Approved By		Revision Date
Name:	Kiran Pradhan	Signature	Signature	01/04/2022
Date:	01/04/2022	Mahendra Sanghvi		Revision No.
		01/04/2022		R00