



BUSINESS ETHIC POLICY

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Rev.

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Date

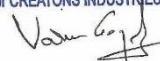
07.01.2025

To establish an effective system to maintain Business Ethics at factory and to encourage the same for all the Supplier/ vendor/ contractor etc., Creatons Industries Pvt. Ltd. is committed to maintain the following ethics:

- 1. Employment shall be freely chosen:** No forced / bonded/ prisoned labor is indulged, encouraged or supported.
- 2. Respect for association and right to collective bargaining:** The Company respects the right of Association for collective bargaining and encourages the Workers' association to negotiate with top management for worker's interest.
- 3. Healthy and safe working condition:** Hygienic working environment with adequate measures to minimize any health and safety related risks shall be provided.
- 4. No Child labour:** The organization has zero tolerance for child labours. Age proof must be submitted before joining in the company.
- 5. Living wages:** Wages and benefits paid for a standard working week meet, at a minimum, national legal standards or industry benchmark standards, whichever is higher. In any event wages should always be enough to meet basic needs and to provide some discretionary income.
- 6. No excessive Working hour:** Working hours, excluding overtime, shall be defined by contract, and shall not exceed 48 hours per week. And one person cannot work more than 12 hours in a week as overtime. Worker shall get one day off in every 7 day.
- 7. No Discrimination:** The organization indulge no Discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.
- 8. Regular Employment:** To every extent possible work performed must be on the basis of recognised employment relationship established through national law and practice.
- 9. No harsh or inhuman treatment:** Physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation shall be prohibited.
- 10. We do have proper management systems to ensure that we follow the policies regarding Social Accountability & labour conditions.**

Prepared by: MR

Approved By: Director

For CREATONS INDUSTRIES PVT. LTD.

Director