

CURIO CRAFTS PVT LTD	Social Accountability Policy	SA 8000,2014 Manual
Revision No.00		Effective Date: 01.04.2019
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SA:8000 Clause no		

Social Accountability Policy

We at CURIO CRAFTS PVT LTD, Noida, in our activity of manufacturing and sale of Hand Crafted goods such as Wall Décor, Garden Accessories, and Vases etc:

1. Confirm to all requirements of SA 8000, ETI standards.
2. Comply with national and other applicable laws and other requirements to which the company subscribes.
3. Respect the international instruments and their interpretation.
4. Communicate in accessible and comprehensive form to all concerned whether directly employed, contracted or otherwise representing the Company.

This is being achieved by implementing, maintaining and continually improving our Social Accountability Management System based on SA 8000:2014 requirements.

Date:
01.04.2019

Place: Noida

Managing Director

The policy for social accountability is communicated to and implemented by all Personnel including, Executives, Management, Supervisor, Staff and Associates, whether directly employed, contracted or otherwise representing the Company.

CURIO CRAFTS PVT LTD	S.A. Objectives	SA 8000;2014 Manual
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SOCIAL ACCOUNTABILITY OBJECTIVES.

The social objectives of CURIO CRAFTS are as under:

- To prevent or oppose the use of child labour.
- Prohibit forced labour or coercion at work.
- To provide a safe and healthy working environment as appropriate to the industry and to implement Policies and procedures for Health & Safety that reflect clear awareness of obvious hazards & general regard for the well-being of the employees.
- To respect the employee's Right to Freedom of association and Collective Bargaining.
- To provide equal opportunities in employment and not to support discrimination based on race, religion, gender, age or other arbitrary basis.
- To avert disciplinary practices which may be in the form of corporal punishment, mental or physical coercion and verbal abuse.
- To comply with applicable laws and industry standards on working hours.
- To ensure that wages paid to employees are as per the legal standards and sufficient to meet basic needs of employees and to provide some discretionary income.
- To embrace and implement effective Management System based on SA8000:2014 requirements.
- The Management monitors & reviews the system performance periodically and suggests suitable means for improvements.

Date: 01.04.2019

Place: Noida

Managing Director

CURIO CRAFTS PVT LTD	Purpose and Scope	SA 8000,2014 Manual
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Purpose

The intention of writing this document is to demonstrate that the Management of

CURIO CRAFTS PVT LTD, Noida is committed to ethical values of fair business trading. It is ensured that, everyone in the organization reads this manual, understands & implement as a part of everyday life.

This manual describes the Social Accountability Management System as adopted by "CURIO CRAFTS PVT LTD, Noida. This manual applies to all the activities, which contribute to maintaining good & safe working conditions in the factory premises of "CURIO CRAFTS PVT LTD, Noida

Scope

The activities covered in the scope are manufacture and sale, in export market, of Handicraft goods.