

CURIO CRAFTS PRIVATE LIMITED

C-10 & 11, SECTOR-57, NOIDA



Social Accountability 8000 Policy Statement

Curio Crafts Pvt Ltd is committed to conform to all requirements of the SA8000 Standard and has chosen to comply with and commit to all of the requirements of SA8000 International Standard, and create and implement policies and procedures pertaining to the following:

1. **Child Labour** - Curio Crafts Pvt Ltd will not engage in or support the use of child labour (any person under 15 years of age) but may employ young workers (any worker under the age of 18 but over the age of a child as defined above). Young workers' school, work and transportation time will not exceed a combined total of 10 hours per day and may not work during night hours.
2. **Forced or Compulsory Labour** - Curio Crafts Pvt Ltd will not engage or support the use of forced or compulsory labour, including prison labour and will not engage in or support human trafficking. All employees will have the right to leave the workplace premises after their standard workday and be free to terminate their employment provided that they give reasonable notice to their organization.
3. **Health & Safety** - We are committed to providing and maintaining a safe and healthy work environment for all employees, visitors, suppliers and contractors and to ensure we comply with the Occupational Health & Safety Act and its regulations. In conjunction with the Joint Health & Safety Committee, it is each employee's responsibility to ensure we maintain safe working conditions and to eliminate workplace hazards which may cause injury or illness. All managers and supervisors will take every precaution to ensure that facilities, machinery, equipment, and procedures are safe and that employees are working in compliance with safe work practices and procedures.
4. **Freedom of Association & Right to Collective Bargaining** – All employees shall have the right to form, join and organize trade union(s) of their choice and freely elect their own representatives. Curio Crafts Pvt Ltd will respect this right and shall effectively inform employees that they are free to join a union organization without negative consequence or retaliation.
5. **Discrimination** – Curio Crafts Pvt Ltd will not engage or support discrimination in practices of hiring, remuneration, access to training, promotion, termination or retirement based on race, national origin, birth, religion, disability, gender, sexual orientation, marital status, age or any other condition that could give rise to discrimination.
6. **Disciplinary Practices** – Curio Crafts Pvt Ltd is committed to providing a professional work environment that respects the dignity of all employees and will not tolerate any form of harassment, violence, threats or discrimination.
7. **Working Hours** – Curio Crafts Pvt Ltd will comply with all applicable laws under the *Factory Act, 1948 and Uttar Pradesh Factory Rule 1950* pertaining to working hours, break and public holidays. All employees will be provided with at least one day off following every 6 consecutive days of working and overtime shall be on a voluntary basis.
8. **Remuneration** – Curio Crafts Pvt Ltd will respect the right of employees to a living wage and ensure that wages for a normal work week will always meet at least legal or industry standards. Wages shall be sufficient to meet the basic needs of employees and provide discretionary income.
9. **Management System** – A Social Performance Team (SPT) has been established and will, along with management, implement all of the elements of SA8000. The SPT will conduct bi-annual meetings with management to review and monitor the policies and procedures implemented within the SA8000 program and make any revisions as necessary and address any non-conformance(s) to the SA8000 standard. Risk assessments and internal audits will be conducted on a half yearly basis and reviewed at management meetings.

This policy statement shall be communicated to all employees, supervisors, managers and suppliers. This policy will be reviewed and signed by senior management annually and revised appropriately. A copy of this policy will be posted on all bulletin boards and the company website so that it is publicly available.