

LABOUR & HUMAN RIGHTS POLICY

Our organization, Manik Printpack India Pvt. Ltd strives to integrate the labour & human rights policy into our organization's culture and operations, and to ensure that all employees are aware of and understand its contents. We are committed to placing employee engagement, human rights, and worker health and wellness at the forefront of our operations.

Requirements:

1. **Non-discrimination:** We at MPPL are fully committed to providing equal opportunities and fair treatment for all employees, regardless of their race, gender, age, religion, disability, or any other protected characteristic. We ensure that all employment decisions, including hiring, promotion, compensation, and termination, are made without discrimination
2. **Harassment-free environment:** MPPL has a zero tolerance policy for any form of harassment, including sexual harassment, bullying, or intimidation.
3. **Ethical recruitment and labour practices:** At MPPL, our recruitment process is fair, transparent, and free from exploitation. We prohibit forced labour, child labour, and any form of modern slavery in our operations or supply chain.
4. **Health and safety:** There is proper ventilation throughout the factory and we regularly inspect and maintain machinery and equipment to prevent dirt and debris build-up. We also conduct periodic inspections to assess the cleanliness and safety of the factory. There is a clean and healthy work environment in our factory, leading to happier and more productive employees and a positive company culture.
5. **Grievance mechanisms:** We have established effective channels in MPPL for employees to voice concerns, report violations, and seek resolution without fear of retaliation. Retaliation against individuals who report violations or participate in investigations is strictly prohibited at MPPL.
6. **Fair Wages and Benefits:** We are committed to providing fair wages that meet or exceed legal minimums and offer competitive benefit packages to support the well-being of employees and their families.

Roles & Responsibilities

The Directors of Manik Printpack Pvt Ltd are responsible for policy approval and the HR department of the company is assigned the responsibility for policy implementation and enforcement. Our Management periodically reviews and updates the policy to align with changing legal requirements and best practices.