

ENVIRONMENTAL AND SOCIAL RESPONSIBILITIES

■ **Social Compliance Statement:**

SKCL firmly believe in applying the highest ethical standards for human rights, labour and environmental practices.

We understand that our manufacturing units should not stand apart from the country in which they operate and that their activities and conduct should be a source of positive influence.

As a supplier we recognize that, by treating our employees with respect and allowing them to operate in working conditions that are clean and safe with a fair days wage, will make a difference in increasing productivity, reducing risk and improving quality of product. In turn this will also lead to increased customer confidence.

Being socially compliant only delivers these benefits if done effectively so a monitoring program, with country law as a minimum standard, is in operation with improvement programs geared towards full compliance achievement.

■ **More specifically - workforce rights:**

- ✓ Employment shall be freely chosen and regular with no forced, bonded or involuntary labour. Deposits or identity papers will not be withheld.
- ✓ Freedom of association and collective bargaining will be supported without discrimination, with parallel means adopted if local law restricts such behavior.
- ✓ Employees will be treated with respect and their health, safety and basic human rights will be protected and promoted. All activities and premises will comply with SKCL health and safety policy, which forms an integral part of this overall policy.
- ✓ We shall not employ anyone under the age of 18 years
- ✓ We will fulfill all our legal obligations in terms of employment, payment and benefit practices whilst ensuring a living wage is paid. Conditions will be documented before employment commences.
- ✓ Working hours will reflect those of the sectors in the country we operate and shall not be more than 48 hours per week on a regular basis nor include more than 12 hours voluntary overtime weekly.
- ✓ There will be equal opportunity in all aspects of employment with no discrimination on the basis of race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.

■ **Environmental Commitment:**

A USGBC Certified Green Plant (Silver). **Registration No: 1000030658**

Hot water module (Saves gas consumption by approx 20%-25%)

Biological ETP

Re-use of water & Steam. Reuses 40,000 Litres of water/steam

Harvest rainwater (1,50,000 Litres)

Reduce carbon emission by 10%

STP (Sewarage treatment Plant) - Reused waste water for landscaping & flushing of toilets.