

HUMAN RIGHTS POLICY

Doc. Ref. : LDS / ESG / HRP - 01

Rev. No. : 00

Date : 01.02.2024

1. PURPOSE

We at LDS, a manufacturer of Rubber Moulded, Plastic Injection Moulded & Assembled parts are commitment to practice Equality in Society, Safe & Healthy working environment in LDS premises

2. SCOPE

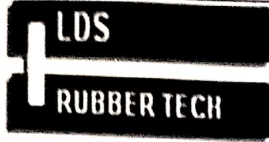
It is applicable to all Employees and Contractors

3. DEFINITIONS

- I. **Employee:** Person performing work or work-related activities that are under the control of the organization
- II. **Participation:** involvement in decision-making
- III. **Consultation:** seeking views before making a decision
- IV. **Workplace:** place under the control of the organization where a person needs to be or to go for work purposes.
- V. **Contractor:** external organization providing services to the organization in accordance with agreed specifications, terms and conditions
- VI. **Corrective Action:** Action to eliminate the cause(s) of a nonconformity or an incident and to prevent recurrence

4. PROCEDURE

- ❖ Everyone must be treated equally and respectfully in society
- ❖ Prohibition of forced labour : Whomsoever involved in unlaw's he same are no eligible to participate in LDS premises and any process.
- ❖ Prohibition of child labour : Below 18 years not allowed to work in LDS premises and any process.
- ❖ Provide Safe & Healthy working environment : Free from Accident and unhealthy work premises and process.
- ❖ Prohibition of discrimination in employment and labour by the reason of Race, Nationality, Skin colour, Gender, Handicap, Religion, etc.,





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- ❖ LDS allow all employees to avail all leave benefits such as Medical, Earn leave, Casual leave and Maternity leave
- ❖ LDS will not violate the human rights of others.
- ❖ LDS will respect internationally recognized human rights.
- ❖ LDS comply with the Minimum Wages: Govt. Norms should be followed by LDS
- ❖ LDS comply with overtime compensations and legal benefits to all Employees
- ❖ LDS will monitor Safety, Gender, Absentees, and Attrition rate through the Record
- ❖ The Prevention of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) : No employee / worker shall be subject to Sexual Harassment at any Workplace.
- ❖ LDS will ensure that maternity leave can be availed by all Female employees
- ❖ LDS ensures the consistent competency training to ensure the capacity building of all their employees

Prepared by	Approved by
	
ESG Coordinator	Director / MD