



ADITYA BIRLA GROUP

Textile, Overseas Spinning & Acrylic Fiber Business – “Code of Conduct”

Textile, Overseas Spinning & Acrylic Fiber business Code of Conduct aims to attain and ensure compliance with social and environmental standards. All business partners must ensure that the Code of Conduct is also observed not only by them but also all the subcontractors involved in production processes on behalf of them.

Textile, Overseas Spinning & Acrylic Fiber Code of Conduct enlists the following clauses:-

1) Prohibition of Child Labor:

Textile, Overseas Spinning & Acrylic Fiber prohibits the use of Child labor. Workers can be no less than 15 years of age and should not be younger than mandatory age to be in school, in any given country. We will not engage with any partner who uses child labor in any of their facilities. Textile, Overseas Spinning & Acrylic Fiber business does support the development of legitimate workplace apprenticeship programs for the educational benefit of younger people or as mandated by the local laws.

2) Prohibition of Forced Labor:

Textile, Overseas Spinning & Acrylic Fiber business prohibits the use of corporal punishment, forced or compulsory labor, bonded or prison labor as well as to products or services produced by this means. We shall not utilize or purchase materials or products from a business partner utilizing Forced Labor. Retention of original documents from the employees shall be considered as Forced labor.

3) Prohibition of Harassment or Abuse:

Textile, Overseas Spinning & Acrylic Fiber business under no circumstances would accept our supplier's employees to be subject to ill treatment, coercion or corporal punishment – either physical or mental.

4) Working Hours:

We expect our Business partners to comply with legally mandated work hours; uses overtime only when each employee is fully compensated according to local law; and on a regularly scheduled basis provides one day off in seven, and requires no more than 60 hours of work per week on a regularly scheduled basis, or complies with local limits if they are lower.

5) Wages, Benefits and Leave:

Business partners shall set working hours, wages and overtime pay in compliance with all applicable local laws. All employees must be made aware of the rules relevant to minimum wages and benefits. Female workers should be given their stipulated maternity leave in case of pregnancy. Dismissal of pregnant female workers is not acceptable.

6) Prohibition of Discrimination:

Business partners shall employ workers without discrimination to race, caste, national identity, religion, social background, gender, age, marital status, sexual orientation, political conviction, party, union membership etc. Workers shall be employed on the basis of their ability to do the job.

7) Environment, Health and Safety:

All Business partners shall ensure a safe and hygienic working environment for all employees; also take necessary steps and procedures to prevent work place accident and injury. Business partners shall respect all applicable environmental laws and regulations.

8) Freedom of Association:

Workers shall be granted the right and freedom of association to their choice. They have the right to join trade unions. Business partners shall not interfere, threaten or penalize workforce in this respect as well as the right to collective bargaining in accordance with the local law.



CEO, Domestic Textiles.

CEO, Acrylic Fibre.

CEO, Overseas Spinning.

Business Head- Textile, AF and OS Business

Date: 20th Jan 2015