

SOCIAL COMPLIANCE POLICY

Anugraha Fashion Mill Pvt Ltd is committed to comply to all applicable legal, regulatory, company and other standards of social, environmental, health and safety standards of our industry. We will ensure that all applicable standards are implemented by the sub policies...

No Child Labour Policy :

We will not engage in or support the use of child labour across our product supply chain.

No Forced Labour Policy :

We will not engage in or support the use of involuntary or forced labour or human trafficking in any form across our product supply chain.

Healthy & Safe Working Policy :

We will provide a safe and healthy working environment and shall take adequate steps to prevent injury, accidents, ill health arising out of, associated with or occurring in the course of work.

Freedom of Association and Collective Bargaining Policy :

We will recognize and respect the right of employees to exercise their lawful rights of free association, form committee and to bargain collectively.

Prevention of Discrimination Policy :

We will not engage in or support discrimination in hiring, remuneration, access to training, promotion, termination or retirement based on race, caste, national origin, region, territory, language, religion, disability, gender, sexual orientation, union membership, political affiliation, age and any other means.

Sexual Harassment Prevention Policy :

We will provide work environment free of supervisory or co-worker sexual harassment and any other form of harassment.

Unlawful Disciplinary Action Prevention Policy :

We will not engage in or support the use of corporal punishment, mental or physical coercion and verbal abuse.

Working Hours & Remuneration Policy :

We will comply with applicable laws and industry standards like working hours, weekly off, minimum wages, premium rate wages for overtime and other mandatory benefits. We will ensure that wages and mandatory benefits are paid on time.

Anti Bribery & Anti Corruption Policy :

We will not support the practice of offering and accepting bribe in any form so as to gain a business advantage, favour an individual or an organisation.

We will communicate our commitment to our employees, customers, industry associates, vendors, stakeholders and the general public about our strong social compliance policies and standards.

We ensure that all incidents of policy deviations be registered, investigated and treated seriously and promptly. As a team we strive to continuously improve our commitment through improved technology, process, procedures, production methods, effective training etc.,