



CORPORATE SOCIAL RESPONSIBILITY POLICY

Joyaka (India) Pvt. Ltd. Management has defined the following policy for Corporate Social Responsibility & Labour conditions:

- * Will not engage, support or tolerate the use of**
 - 1. Child Labour**
 - 2. Forced or Compulsory Labour**
 - 3. Discrimination based on Race, National or Social origin, Caste, Birth, Religion, Disability, Gender etc.,**
 - 4. Corporal Punishment, Mental or Physical coercion, Verbal abuse, harsh or inhumane treatment of personnel.**

- * Will comply with all the requirements as outlined by National and other applicable Laws including the International instruments & their Interpretation with regard to**
 - 1. Health & Safety**
 - 2. Working Hours**
 - 3. Remuneration**

- * Will respect & effectively communicate on Freedom of Association & Right to Collective Bargaining**

- * Communicate this policy to all personnel whether directly employed, contracted with or otherwise representing the company and make it publicly available to interested parties upon request.**

- * Review the policy regulatory in order to continually improve, taking into consideration changes in Legislation, Code of conduct requirements & any other company requirements.**

