

Social Code of Conduct / Business Principle

RANTEX

PRINCIPLES

RPL will meet the standard for social responsibilities and environment regulated in the country or region of origin where the company promotes production and procurement.

COMPLIANCE: Follow the legislations of the country; meet the standard of the industry.

EMPLOYMENT is VOLUNTARY

The RPL does not use forced labor, including prison labor, indentured labor, bonded labor or other forms of forced labor. Change of job, retirement, and overwork should be done at the worker's free will and never be forced. ID card or paper should not be taken up unjustly. In no event, deposit is charged for employing.

EMPLOYEES AGE

The Company will not employ any person below the legal minimum age (under the age of 15) in any of its departments.

RANTEX PRIVATE LIMITED does NOT DISCRIMINATE

RPL's employees are not subject to discrimination in employment, including hiring, compensation, promotion or discipline, on the basis of gender, race, religion, age, disability, sexual orientation, pregnancy, marital status, nationality, political opinion, trade union affiliation, social or ethnic origin or any other status protected by country law.

FREEDOM of ASSOCIATION and COLLECTIVE BARGAINING are RESPECTED

To the extent permitted by the laws of the manufacturing country, the RPL respects the right of its employees to freedom of association and collective bargaining. This includes the right to form and join trade unions and other worker organizations of their own choosing without harassment, interference or retaliation.

COMPENSATION is TIMELY PAID

RPL's employees are timely paid at least the minimum wage required by country law and provided legally mandated benefits, including holidays and leaves, and statutory severance when employment ends. There are no disciplinary deductions from pay.

HARASSMENT and ABUSE are NOT TOLERATED

RPL's employees are treated with respect and dignity. Employees are not subject to physical, sexual, psychological or verbal harassment or abuse. Nobody should discriminate or take part in discrimination based on sex, class, nationality, religion, disability, sexual preference age, labor union or political activities in connection with employment, promotion, dismissal, and retirement.

WORKING HOURS are NOT EXCESSIVE

RPL's employees do not work in excess of 60 hours per week, or the regular and overtime hours allowed by the laws of the manufacturing country, whichever is less. Any overtime hours are consensual and compensated at a premium rate. Employees are allowed at least 24 consecutive hours rest in every seven-day period.

REGULAR EMPLOYMENT is PROVIDED

Work is performed on the basis of a recognized employment relationship established through country law and practice. The RPL does not use any form of home working arrangement for the production.

The WORKPLACE is HEALTHY and SAFE

The RPL provides a safe, hygienic and healthy workplace setting and takes necessary steps to prevent accidents and injury arising out of, linked with or occurring in the course of work or as a result of the operation of RPL's facilities. The RPL has systems to detect, avoid and respond to potential risks to the safety and health of all employees.

ENVIRONMENTAL IMPACT is MINIMIZED

The RPL protects human health and the environment by meeting applicable regulatory requirements including air emissions, solid/hazardous waste and water discharge. The RPL adopts reasonable measures to mitigate negative operational impacts on the environment and strives to continuously improve environmental performance.

The CODE is FULLY IMPLEMENTED/ MANAGEMENT RESPONSIBILITY

RPL Management meets every requirement. Follow applicable national/international law. Improve employees' social condition.