

SOCIAL POLICY

JINDAL LIFESTYLE LIMITED is committed to:

- ❖ RESPECT THE INTERNATIONAL AND NATIONAL INSTRUMENTS FOR SOCIAL ACCOUNTABILITY.
- ❖ COMPLY WITH THE APPLICABLE NATIONAL AND REGIONAL LAWS AND OTHER REQUIREMENTS RELATED TO SOCIAL ACCOUNTABILITY, SA 8000:2014 AND LABOUR CONDITIONS.
- ❖ IMPROVE THE QUALITY OF LIFE OF THE EMPLOYEES AND THE COMMUNITIES IT SERVS, RESPECTING THE ESTABLISHED PRACTICES AND CUSTOMS OF THE LOCAL REGION WITH REGARD FOR HUMAN DIGNITY.
- ❖ INFLUENCE OUR PARTNERS IN FOSTERING A SENSE OF SOCIAL COMMITMENT FOR OUR STAKEHOLDERS.
- ❖ THE COMPANY SHALL CONTINUALLY IMPROVE TAKING INTO CONSIDERATION THE CHANGES IN THE LEGISLATIONS, CODE OF CONDUCT REQUIREMENTS AND ANY OTHER COMPANY REQUIREMENTS.

For JINDAL LIFESTYLE LTD.

Authorised Signatory

CIN: U36109HR2020PLC091638

Regd. Office: Jindal Lifestyle Limited, C/o Jindal Stainless (Hisar) Limited, O.P. Jindal Marg, Hisar, Hissar, Haryana, India, 125005

Corporate Office: Jindal Lifestyle Limited, Stainless Centre, Plot. No.50, 6th Floor, Sector-32, Gurugram, Haryana 122001, India

Tel: +91-124-4494100, 4494798, Fax: +91-124-4494292, E-mail: contact@jindallifestyle.com

Website: www.jindallifestyle.com

सामाजिक नीति

जिंदल लाइफ स्टाइल लिमिटेड, ४८ किमी., दिल्ली रोहतक रोड, ग्राम रोहद, तहसील बहादुरगढ़, जिला झज्जर - १२४५०७ (हरियाणा), भारत, सामाजिक नीति के अंतर्गत निम्नलिखित के लिए वचन बद्ध हैं: -

१. हम सामाजिक जबाबदेही के लिए अंतरराष्ट्रीय एवं राष्ट्रीय उपकरणों का सम्मान करते हैं.
२. हम एस.ऐ. २००८:२०१४ की सामाजिक जबाबदेही से सम्बंधित सभी राष्ट्रीय और क्षेत्रीय कानूनों एवं अन्य आवश्यकताओं का श्रम स्थिति में पालन करते हैं.
३. हम मानव गरिमा के आधार पर स्थानीय क्षेत्र में स्थापित प्रथाओं, सीमा शुल्क, आयी. टी. सेवा तथा अन्य समुदायों के जीवन स्तर में सुधार लाने के प्रतिबद्ध हैं.
४. हम अपने व्यवसाय से जुड़े हित धारकों को सामाजिक प्रतिबद्धता की भावना को बढ़ावा के लिए जोर देते हैं.
५. हम लगातार संस्था की आचार संहिता की आवश्यकताओं को ध्यान में रखते हुए कार्यशाला की कानून व्यवस्था, अन्य जरूरतों में परिवर्तन लाने का भरसक प्रयत्न करते हैं.

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OBJECTIVE OF IMPLEMENTATION OF SA 8000: 2014

We at **JINDAL LIFESTYLE LIMITED** are in process of implementation of SA 8000 : 2014 standard with a purpose of providing a system, based on International Human Rights Norms and National Labour Laws that it will protect and empower all the personnel within its control and influence who produce products or provide services including the personnel employed by the company itself as well as by its Suppliers/ Subcontractors, Sub- Suppliers and Home Workers (where applicable).

JINDAL LIFESTYLE LIMITED activities, products and services are ensured through effective implementation of the Social Accountability SA 8000: 2014 including the process for continual improvement.

JINDAL LIFESTYLE LIMITED will comply with National and all other applicable laws, prevailing the industry standards and other requirements to which it subscribes and SA 8000: 2014 standard.

When National and other applicable laws, prevailing industry standards and other requirements to which **JINDAL LIFESTYLE LIMITED** subscribes and the requirement of SA 8000: 2014 standard address the same issue, the provision most favorable to the workmen will be applied

JINDAL LIFESTYLE LIMITED will also respect the principles of the International Instruments on

- a) Child Labour
- b) Forced and Compulsory Labour
- c) Health and Safety
- d) Freedom of Association
- e) Discrimination
- f) Disciplinary Practices
- g) Working Hours
- h) Remuneration

As part of the regular practice of SA/ OHSAS, we monitor many health and safety parameters at regular intervals. Few important things that are monitored are listed below:

- Noise level in the shop floor
- Ambient Noise
- Drinking Water Quality
- Regular Health Checkups of the employees working in Hazardous Areas
- All the statutory requirements are regularly met. New requirements are being included into the system as and when being notified
- All employees are provided with safe and hygienic drinking water directly from our RO Plant
- Good Housekeeping practices are strictly followed to keep the plant and its surrounding environment neat and tidy.

STATUTORY COMPLIANCE

- D.G set provided with Acoustic enclosure system for noise reduction level

- All the compressors are provided with Acoustic enclosures

- Oil storage facility is designed to meet the statutory requirement in all aspects

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SOCIAL ACCOUNTABILITY POLICY

We at **JINDAL LIFESTYLE LIMITED** seek to become a significant global player in offering customized, functionally superior products and services in accordance with the finest **Stainless Steel Products**.

JINDAL LIFESTYLE LIMITED recognizes the need and is committed to provide safe, Healthy and Socially Accountable Work Culture in the Organization and will practice the following:

- Compliance to the requirements of Internationally recognized Social Accountability Standard SA 8000: 2014
- We will not engage, support or tolerate the use of: -
 - a) Child Labour
 - b) Forced or Compulsory Labour
 - c) Discrimination based on Race, National or Social Origin, Caste, Birth, Religion, Disability, Gender etc.
 - d) Corporal Punishment, Mental or Physical coercion, verbal abuse, harsh inhumane treatment of the personnel
- Will comply with all the requirements as outlined by National and other applicable Laws including the International instruments and their interpretation with regard to
 - a) Health and Safety
 - b) Working Hours
 - c) Remuneration
- Will respect and effectively communicate on Freedom of Association and Right to Collective Bargaining
- Communicate this policy to all the personnel whether directly employed, contracted with or otherwise representing the company and make it publicly available to interested parties upon request
- Review the policy regularly in order to continually improve, taking into consideration changes in legislation, code of conduct requirement and any other company requirements.

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VISION

Our vision is to achieve quality & sustainable growth in the *Stainless Steel Products* world while trying to improve environmental & worker condition by focusing on following five P'S.....

- **People:** Be a great place to work where people are inspired to be the best in what they do.
- **Products:** To produce a portfolio of high-quality products which will include fascinating & exemplary new designs of our range in *Stainless Steel Products*.
- **Partners:** To cultivate a healthy working relationship with its customers, suppliers & contractors.
- **Planet:** To ensure all our products are Eco friendly and in no way effect negatively on the environment.
- **Profit:** To ensure decent profits while still being mindful of our overall responsibilities.

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SOCIAL RESPONSIBILITY

We have identified all the national and international requirements for social and ethical standards. We shall adopt several standards, like Ethical Trade Initiatives (ETI), Business Social Compliance Initiatives (BSCI), Social Accountability(SA-8000) Standard, country regulation and International Health, Safety and Environment requirement.

We have assigned a senior member of management, who is responsible for strict compliance of Ethical Trade Practices.

We maintain a safe, clean and healthy environment in compliance with all applicable laws and regulations. We provide adequate medical facilities and protection from hazardous material or conditions. Emergency drills are conducted at regular intervals in our factory.

We have future plan for complete water recycling & reutilization by use of effluent treatment plant.

We support UNICEF and CRY at regular intervals and enforce on child education with the help of NGO's & stake holders.

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- All statutory requirements are being regularly monitored and reviewed for any new amendments/ legislations for compliance



ERGONOMICS

- Seating and other work postures are critically analyzed, and best ergonomic needs are met
- All work places are well connected by intercoms/ abbreviated dialing facility, to ensure faster communication
- All departments and functions are networked with computers to ensure information dissemination
- All executives and staff members are provided with E-mail IDs for speedy information exchange as deemed necessary

SAFETY

- Fire Extinguishers are provided at all the required areas
- All elevated approaches are provided with ladder and hand rail
- Security guards and selected company employees are firefighting trained
- All electrical installations and distribution systems are maintained with utmost care and undergo regular annual inspections as per Electricity Act and Rules
- A full-fledged first aid boxes are kept in each and every department to ensure immediate medical attention to the injured. These boxes are maintained by trained medical staff of the company
- All machines are provided with Operator Safety System and necessary interlocks to ensure the safety of the operators
- Necessary safety information through markings, posters, layouts etc. are provided in the premises

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