



Policy on Child Labour Prohibition

Aspinwall, as a policy, completely prohibits, in its establishment, employment or engagement of any child and even young workers (The person who has not completed the age of eighteen years) thereby, fully meeting and strictly implementing the laid down requirements against employment of children for labour. This has been effectively communicated to the workers and the interested parties.



Social Policy

The management of Aspinwall & Company Limited is voluntarily committed to implementation of the requirements of RA and other social standard as well as associated requirements mentioned in the standards. In this regard it shall also comply with all applicable national as well as the state statutes.

Aspinwall vide this policy commits to:

- 1) Prohibit Child labour, forced labour, all kinds of negative discriminations including those associated with HIV, Cancer and Covid 19.
- 2) Respect rights to freedom of association and collective bargaining
- 3) Respect international women centric legal initiatives such maternity benefit & equal opportunity
- 4) Provide fair remuneration to all its employees as well as the social security as per applicable laws.
- 5) Respect Economic, Social, Cultural Rights, Civil and political rights of all workers and parties it deals with and this includes those of indigenous and tribal people.
- 6) Ensure that its facility has safe working conditions, and all measures are taken to avoid adverse health effects to workers and interested parties.
- 7) Ensure that human rights are respected across the supply chain.



Anti-Discrimination Policy

Aspinwall which employs both men and women for the same work or work of similar nature ensures that there is no differentiation in the rate of remuneration merely on the ground of sex. The different rates of wages are paid to different categories of workmen based on their nature of work performed and length of service without having any bearing on the sex of the employees. Aspinwall shall not engage in or support discrimination in hiring, remuneration, access to training, promotion, termination or retirement based on race, national or social origin, caste, birth religion, disability, gender, sexual orientation, family responsibilities, marital status, association membership, political opinion, age or any other condition that could give rise to discrimination.

Though Aspinwall presently does not employ the “third gender”, It does respect the rights of this group and shall ensure no discrimination in their case as well in future.

Aspinwall shall not interfere with the exercise of personnel’s rights to observe tents of practices or to meet needs relating to race national or social origin, religion, disability, gender, sexual orientation, family responsibilities, association membership, political opinions, or any other condition that could give rise to discrimination.

Aspinwall shall not allow any behavior that is threatening, abusive, exploitative, or sexually coercive, including gesture, language and physical contact, in the workplace and where applicable in residences and other facilities provided by the company for use by personnel.

Aspinwall shall not subject personnel to pregnancy or virginity tests under any circumstances.

The rules and regulations for smooth working of Aspinwall is governed by the provisions of the Factories Act 1948, the payment of Wages Act 1936 and other relevant rules, in order to resolve any issues concerning discrimination, there exists relevant committees like Assess address, Gender equality, Grievance , comprising appropriate representatives from both executives and workers, wherein such cases discussed and resolved.



Anti-Corporal Punishment Policy

The policy of the company is to establish cordial and amicable working atmosphere and it therefore does not resort to any disciplinary actions unless it is warranted and is within the ambit of law.

Aspinwall shall treat all personnel with dignity and respect. It shall not engage in or tolerate the use of corporal punishment, mental or physical coercion, or verbal abuse of personnel and no harsh or inhumane treatment is allowed.

The Intention of the company is to settle all issues in utmost amicable manner. Only under circumstances where the workman commits any misconduct specified in the certified standing orders the company follows norm as prescribed in rules.