



Thermopads Pvt Ltd

Social Accountability Policy

Dt: 01.08.2024

Thermopads' Social Accountability is built on solid principles, fostering a healthy, safe, and ethical workplace for employees and stakeholders. We adhere to all relevant laws, industry standards, and SA8000 requirements, while upholding ILO conventions and their interpretations.

We committed to upholding the core elements of SA8000

- 1. Child Labour:** No worker under 18 yr shall be employed for any activity.
- 2. Forced or Compulsory Labour:** Forced labor is prohibited, work must be voluntary and free from threats or retaliation.
- 3. Health and Safety:** A healthy and safe working environment must be provided for all personnel.
- 4. Freedom of Association:** Union members, worker representatives shall not face discrimination or harassment.
- 5. Non-Discrimination:** Discrimination in hiring, pay, promotion, caste, birth, religion, disability, gender, or sexual orientation is not supported.
- 6. Disciplinary Practices:** All personnel shall be treated with dignity and respect, with disciplinary actions in accordance with the law..
- 7. Working Hours:** The company shall comply with laws and industry standards on working hours.
- 8. Remuneration:** The company ensures wages to meet living wages or exceed legal minimum wage.
- 9. Management System:** The Company will monitor human rights and social performance through effective management systems.

We strive to elevate our approach to promoting, communicating, and managing social accountability with our employees, clients, suppliers, and subcontractors.

Mr. Chetan Gurkha
Director

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Accreditation Body:

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