

Company Social Responsibility (CSR)

CSR Policy

At INJECTOPLAST we define Corporate Social Responsibility as follows:

- Conducting business in a socially responsible and ethical manner.
- Protecting the environment and the safety of people.
- Supporting human rights; and
- Engaging, learning from, respecting, and supporting the communities and cultures with which we work.
- Injectoplast believes that its CSR Policy shall provide long-term benefits to its employees, customers, suppliers & individuals. This Policy is built on the following areas that reflect existing and emerging standards of Corporate Social Responsibility:

Business Ethics and Transparency: All employees are responsible and accountable for contributing to a safe working environment, for fostering safe working attitudes, and for operating in an environmentally responsible manner.

Employment & Ethics

- Abiding by legislation relating to employment rights and equal opportunities, especially non-Discrimination on the basis of ethnic origin, religion, gender, age, marital status or disability.
- Ensuring that physical, verbal and psychological abuse or sexual or other forms of harassment towards employees are not tolerated.
- Paying wages and benefits which meet or exceed national minimum requirements and adhere to working time regulations where applicable.
- Not to neither use forced labour nor employ workers under the school-leaving age.
- To give employees the freedom to associate or bargain collectively without fear of discrimination.
- To allow employees to report any concerns they may have over unethical business practices or conduct, dangers to health and safety, or breach of company policies. Any such disclosures will be appropriately investigated.
- All employees are expected to behave ethically and with integrity and honesty.
- Not to give or receive any bribes, extra contractual gratuities, inducements, facilitation fees or similar payments. Not to donate to any political party or similar organization.

Stakeholder Relations- Injectoplast will engage stakeholders clearly, honestly, and respectfully. Injectoplast is committed to timely and meaningful dialogue with all stakeholders, including, customers, and employees, suppliers, governments, regulators, and among others.

Employee Relations- Injectoplast will apply fair labour practices, while respecting the national and local laws of the countries and communities where we operate.

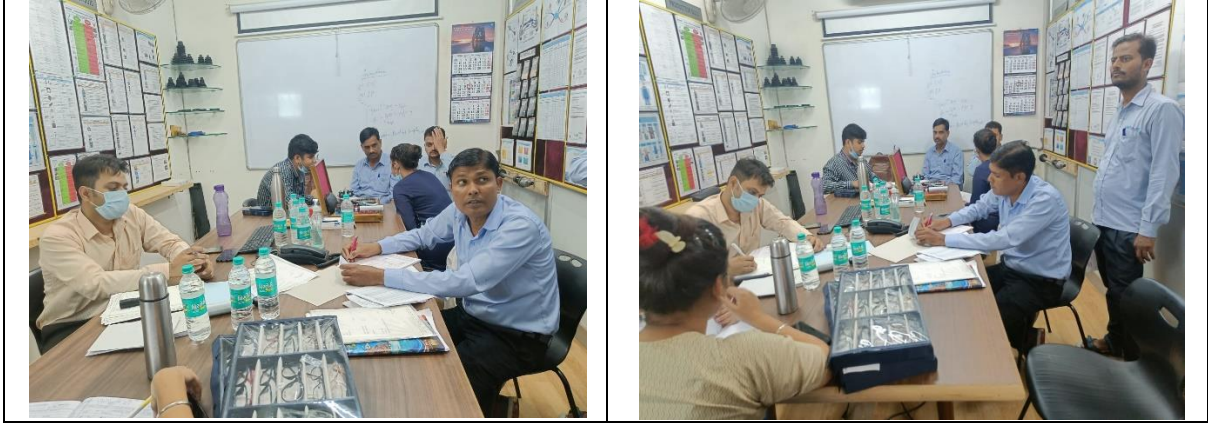
Our policy focuses on promoting healthy working conditions and environmental responsibility throughout the entire supply chain and covers the following areas: -

- Child labour and young workers
- Working hours, Wages and benefits
- Forced or compulsory labour and human trafficking
- Freedom of association, incl. collective bargaining
- Health and Safety
- Harassment, Non-discrimination
- Corruption, extortion, and bribery
- Privacy
- Financial responsibility (Accurate records)
- Disclosure of information
- Fair competition and anti-trust
- Conflicts of interest
- Counterfeit parts
- Intellectual property
- Export controls and economic sanctions
- Protection of identity and non-retaliation
- Energy consumption and greenhouse emissions
- Water quality and consumption, Air quality, Natural resources management and waste reduction.
- Responsible chemical management

As per our CSR Policy, We at Injectoplast follows certain ethical and social responsibilities focusing on its stake holders' interest –

- Full compliance to all ethical/ human rights policies including child labor, forced labor, freedom of association, harassment, non-discrimination, anti-corruption, health and safety, fair treatment, etc.
- Covering health insurance of all employees and their families.
- Eye testing camps for the employees periodically.
- Distributing free face masks & face shield to the employees, their family members & local citizens to fight against COVID.

- ❑ Training on Road Safety to employees including company drivers.
- ❑ Distribution of Daily essential item boxes (like Atta, Rice, Dal, Mustard Oil, Bucket, Blanket, Cap, socks, biscuits etc.) to needy families.
- ❑ Organized Annual Off- Site gathering for the employees and their families.



Health Camp



Distribution of Daily essential items to needy families



Annual Off- Site Gathering

