



Grasim Industries Limited

Unit-Indian Rayon - Veraval - 362266



SA 8000

Aims at encouraging companies and other organizations to implement, maintain and improve socially correct workplace in all the domain they can control or affect.

Why Social Accountability

- Image building • Responsible corporate citizen • Improved access to international market
- Better working condition • Decrease rate of absenteeism • Better relationship with trade unions
- Enhanced competitiveness • Better position in labour market

SA 8000 Elements

- Child Labour • Forced or Compulsory Labour • Health and Safety • Freedom of Association & Right to Collective Bargaining • Discrimination • Disciplinary Practices • Working Hours
- Remuneration • Management System

Child Labour

- We do not engage or use child labour • As a policy, we do not recruit a person who is less than 18 years old

Forced or Compulsory Labour

- We do not engage in or support use of forced labour, nor shall indulge deposit or identity papers with company

Health & Safety

- We provide a safe & healthy Work Environment • DH (Safety) has been appointed as safety in-charge for implementation of health & safety element of SA 8000 • We provide training to all employees
- We have safety committee, trained first aid employees and canteen committee • In case of safety violation, employee can inform safety committee member of his/ her department or DH (Safety) or Social Performance Team (SPT) • We provide require PPEs to all employees and use all the time

Freedom of Association & Right to collective bargaining

- We respect trade unionisms and freedom of expression

Discrimination

- We neither engage nor support discrimination based on cast, gender, religion, age or national or territorial or social origin etc.

Disciplinary Practices

- We have our standing order to support disciplinary practices

Working Hours

- We comply with industry norms and local laws on working hours • 48 hrs per week
- One day off per week

Remuneration

- We comply with legal requirements

Management Systems

- We have SA 8000 policy and procedures • We have a Social Performance Team (SPT)
- Management and Unions representatives are the part of SPT
- SPT implements and monitor the SA 8000 elements

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