

	STAR E PROCESSORS	Doc.Ref.SEP-P-10
	Arang, Raipur, C.G (492101) India	Rev #01 Dt 01.01.2021
	Prison Labor Policy	Section 2

1. Objective	To laydown a policy for Prison Labor engaged for SEP recycling operations
2. Scope	The procedure is applicable for SEP recycling operations only
3. Responsibility	Top management, EHS Coordinator and process wise personnel

Prison labor Policy

We abide by the four core labor standards as enshrined within the International Labor Organizations (ILO) Conventions:

Freedom to form and join a union, and to bargain collectively (enshrined in Convention 87 on Freedom of Association and Protection of the Right to Organize (1948) and Convention 98 on the Right to Organize and Collective Bargaining (1949)). We prohibit the use of prison labor within our company or those that supply to or sub-contract for us. This includes slavery and abduction, misuse of public and prison works

Receipt and review of two forms of official documented evidence of date of birth (i.e. Passport, Birth Certificate, National Identity Card or Driving License) is a pre-requisite for young workers / Juveniles.

Managers who are responsible for employee recruitment and monitoring procedures associated with prison labor or supplier chain implementation and evaluation are given training, guidance and instruction to ensure that they understand the law, the processes and can effectively administer its directives.

We have procedures in place to ensure that we maintain this policy and ensure that our suppliers and Partners do likewise. 6 monthly meetings are held with the EHS Coordinator who is the designated responsible person, to ensure that we are monitoring this policy and associated to discuss any issues or complaints relevant to them.

There is a supplier/Downstream Vendors Declaration including a supplier code of conduct to support the procedure which all suppliers must sign and return. Suppliers/Downstream Vendors who do not uphold the code are removed from our approved suppliers/Downstream Vendors list as part of implementing and maintaining R2V3 standard in our recycling operations.

Partner
Star E Processors

Reference	Guidelines from Factories Act/ Rules and ILO guidelines
Records	Minuted information/ communications maintained for prison Labor any movement if any accidentally in Star E Processors recycling operations.