



Mekins Industries Private Limited

### Child Labor Policy

Mekins has a stringent policy of not having any Child labor across its locations as per the Rules prescribed by the Government (<https://labour.gov.in/child-women-labour>). Further, we also try to monitor the same across our supply chain via supplier audits & supplier self-declaration.

When young workers below the acceptable age of employment are seen in the supply chain, Mekins expects the supplier to take immediately remedial action, taking into account the interests of the children employed.

To that extent, Mekins expects Supplier to follow the three H's approach as set out in the ILO guide for employers on child labor<sup>2</sup>:

#### **Child labor found in an audit:**

Should a case of child labor be identified during an audit, Mekins expects Supplier to act in accordance with the guidelines as prescribed by the law with immediate effect. Next to that Mekins and Supplier will agree to a time period within which the supplier will comply with the ILO norm / law of the land. Failing to comply with the same, Mekins will have no option but to cease relationship with the supplier.

<sup>2</sup> The guide can be found on [www.ioe-emp.org/](http://www.ioe-emp.org/)

## Forced Labor Policy

### **Background**

This document highlights Mekins efforts in identifying, assessing and managing the risks of modern slavery and human trafficking within our own operations and our supply chain.

Mekins declares its efforts in identifying, assessing and managing the risks of modern slavery and human trafficking within our own operations and our supply chain. Verification and a summary of efforts concerning audits, follow-up of non-conformities, internal accountability, and training are provided below.

### **Verification**

Mekins engages in verification activities to identify, assess and manage the risks of modern slavery and human trafficking in its own operations and its supply chain.

For its own operations, Mekins has developed a human rights policy. For its supply chain, we have a strict policy against any form of modern slavery / human trafficking. This we are able to adhere to using supplier self-declaration as well as supplier self-audit. We expect the suppliers to have a human right policy.

### **Supply Chain Security**

Additionally, we have a Supply Chain Security (SCS) Policy in place to secure the goods flow in such a way that tampering, theft, unobserved goods replacement, addition of unfamiliar goods, human trafficking or other unauthorized access to the goods flow will be prevented as much as reasonably possible. This includes internal and intercompany transport.

The SCS Policy is mandatory for all our locations, Logistics Service Providers and Finished Goods Suppliers of our factories and Market organizations that are involved with managing international shipment of Mekins products. They must comply with SCS requirements, by participating in Mekins SCS Program or have their own policy on similar lines. Compliance with the policy is ensured via self-assessments.

### **Internal Accountability**

We at Mekins pay lot of emphasis on acting with integrity. Respecting human rights is a central foundation of the way we work. Our commitment to respecting and promoting human rights extends beyond our own operations, across our wider sphere of influence, including our supply chain. To that end, we integrate human rights considerations into our policies, processes, and practices.

We pay lot of emphasis to our Integrity code, which is a guiding force on how to always act with integrity and sets the standard for how we do business. Our Integrity code also constitutes an integral part of our labor contracts. Failure to act in line with our Integrity code can have serious consequences. Violations of our Integrity code will result in disciplinary

actions, up to and including dismissal. Such violations may also lead to fines and imprisonment for the individuals concerned.

Mekins has a Reporting Policy which provides a framework of procedures and channels for the reporting of any actual or suspected violation of our Integrity code. All concerns raised are registered consistently in a single database and are investigated in accordance with standardized investigation procedures.

Compliance to the Human Rights policy is governed through our Integrity processes, combined with dedicated steps that help ensure adherence. Every year, employees are requested to complete e-learnings or to participate to face-to-face trainings. Dedicated communication campaigns also urge everyone to speak-up and report concerns of possible violations.