



ginni gopal boards pvt. ltd.

Manufacturers of Corrugated Boxes & Mono Cartons

Regd Office : B-9, Ground Floor, Syntholine Indl Estate, Off Aarey Road, Goregaon (E), Mumbai - 400 063
Phone : 022 - 2927 0853 / 1896 / 1976, Email : admin@ginnigopal.com, Website : www.ginnigopal.com

Core Labour Policy Statement.

Ginni Gopal Boards Pvt. Ltd has defined the following Core Labour policy Statement.

* Will not engage, support or tolerate the use of

1. **Child Labour** - will not employ any one below the age of 18

We don't employ any one below the age of 18 as per the Maharashtra Labour law. It is mandatory for each employee to submit their Aadhar card before joining the organisation. Date of birth is verified through aadhar card.

2. **Forced or Compulsory Labour**

Any person having the designated skill is employed in the organization with their consent. Salary / wages is decided as per the designated post, with the mutual consent of both the employee and the organization job is offered.

We do not collect any employment fees from the employee for providing employment.

Each employee is free to leave the job as per his consent. Employee has to inform one month prior before leaving the job.

Aadhar card's photo copy is collected before providing employment. No personal documents are collected from the employees.

We do not denounce any staff or worker from their job unless otherwise any illegal activities are identified during the tenure of the job.

3. **Discrimination** based on Race, National or Social origin, Caste, Birth, Religion, Disability, Gender etc.,

All the employees are given equal rights irrespective of their race, gender, caste, birth, religion, disability etc. Every person is provided job as per the their skill.

Wages / salaries are provided as per the designated job / skill.



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All the employee have the equal opportunity for promotion, Promotion are given as per their developed skills and the years of experiences.

4. Collective Bargaining or freedom of Association

All employee has the freedom to form a committee for their welfare and collective bargaining. This committee can met the top management for their lawful rights.

Employee in the organization have the freedom of association. A committee of employees are formed to inform their grievances, problems and improvement required.

* Will comply with all the requirements as outlined by National and other applicable Laws including the International instruments & their Interpretation with regard to

1. Health & Safety policy
2. Environmental Policy

* Communicate this policy to all personnel whether directly employed, contracted with or otherwise representing the company and make it publicly available to interested parties upon request.

* Review the policy regulatory in order to continually improve, taking into consideration changes in Legislation, Code of conduct requirements & any other company requirements.

DATE: 16.08.2021
PLACE: Boisar.


SamrathKedia
Director

