

FREE EMPLOYMENT POLICY

Employment is Freely Chosen when workers work voluntarily and without threat of penalty of any kind. Debt-bondage, indentured labour and the use of prison labour are all forms of forced labour.

Respecting our workers' rights of freely chosen employment will help to stay within the law, avoid penalties and meet our customers' requirements. There can also be business benefits, such as:

- a) Better worker retention
- b) Fewer 'runaway workers' and associated legal and financial issues.
- c) Higher worker satisfaction and morale.
- d) Reduced cost for recruitment, hiring and training of new workers.

Lalan Group of Companies (Lalan Rubbers (Pvt) Ltd and Central Rubber (Pvt) Ltd) is committed to offer a freely chosen employment for all workers. By fulfilling below commitments to avoid all forms of forced labour;

- Workers are not charged for obtaining a job – either directly or through a labour agent/broker. Deposits are not taken from a worker either in cash 'up front' or as deductions from wages. Workers are not charged or required to make a deposit for tools, personal protective equipment or anything workers need to do their job.
- A worker's original identity documents are not held, thus ensuring freedom of movement.
- Workers are not prevented from leaving the place of work or living quarters when not working.
- Overtime is voluntary.
- Workers do not incur loans or other forms of debt that could tie them to the job.
- Wages are paid on a regular basis and on time. All earned benefits and wages are paid to workers upon termination of employment.
- There are no disciplinary fines and the only deductions from wages are those that are permitted by law.
- Company does not subcontract work to prisons or facilities known to hire prison labour, unless required by law.
- Company is committed to work with licensed labour brokers who comply with all applicable laws and company codes of conduct

This policy should be communicated with all workers and to be reviewed annually by the management.

Signature (CEO):.....

Date: 21.06.2021