
	Mayur Sustainability Policy Policy (MUL/Policy/HR/03)					
	Issue date	1.4.18	Rev no	02	Rev date	

Mayur Sustainability Policy

Mayur Uniquoters Limited (“Mayur”), a high-tech enterprise that has been a resounding success in the field of superior synthetic leather in India, is all set to replace genuine leather genuinely. In the year 1992, driven by a vision to manufacture world-class products for the leather connoisseurs and the trend setters of the time, Mayur was borne out of high level of competence, commitment, stringent quality control measures and value addition. Currently Mayur is certified with ISO/ TS 16949:2009; QMS (ISO 9001:2015), EMS (ISO 14001:2015) & ISO 45001.

At Mayur, we consider sustainability to be an essential part in all our business operations. Mayur is committed to a Code of Conduct which describes how we do business. Mayur is committed to high standards of social responsibility, environmental responsibility, health & safety at work and ethically sound practices throughout its network.

As part of our work to achieve a more sustainable world, Mayur has implemented certain governing principles.

Mayur follows policies and guidelines related human rights, human trafficking, child labour, working conditions, remuneration, non-discrimination, Prevention of sexual harassment, anti-corruption & anti bribery, health and safety & environment safety

APPLICABILITY

The Mayur Sustainability Policy applies to all on roll & contract employees across the Mayur group.

COMPLIANCE

Mayur has a process in place to follow-up sustainability work. Mayur conducts reviews and/or audits to ensure compliance with this Mayur Sustainability Policy as per below principles.

SUSTAINABLE PRINCIPLES

General

Mayur shall comply with applicable legislative and regulatory requirements as per defined rule/act.

Anti-Corruption & Bribery

All type of corruption, bribery and such intentions are unacceptable. All should work, support & follow local legal compliance against corruption and bribery in all its types, including but not limited to extortion, fraud, money laundering and facilitation payments as per Policy.

Child Labour

No person shall be employed who is below the minimum legal age for employment, follow local regulations for legal age.

Forced & Compulsory Labour & Human Trafficking

Mayur shall not engage in or support the use of any form of forced, compulsory or illegal labour. Work must take place on a voluntary basis, and personal documents and possessions must not be confiscated in order to force somebody to work. Workers have the right to freedom of movement & we should ensure it is afforded to them.

Freedom of Association & Collective Bargaining

Mayur productively engage workers & value them as critical assets to sustainable business success. This includes respecting the rights of workers to make an informed decision as to whether to associate or not with any group & Bargain collectively on their behalf with the organization, consistent with all applicable laws.

Non-Discrimination & Prevention of sexual harassment

Prepared by	Approved by	Issued by
Saurav Verma / Navneet Jain	Arun Kr Bagaria	Navneet Jain

Note: This Policy contains proprietary information of MAYUR and is not to be disclosed to others without expressed written approval of MAYUR.

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No employee shall be discriminated on grounds of their gender, marital or parental status, ethnic or national origin, Race, Colour, sexual orientation, religious belief, caste, political affiliation, age, or disability. Supplier should follow local regulation for Non Discrimination & sexual harassment.

Respect for Human Rights

Mayur is committed to uphold the human rights of workers, and to treat them with dignity and respect as understood by the local regulations. This applies to all workers including temporary, contract, direct employees, and any other type of worker.

Wages & Benefits

Mayur provides wages & benefits that meet or exceed local law requirements and are paid/provided in a timely manner. We commit to the betterment of wages & benefits to improve the lives of workers and their families in the community where they live

Working Conditions

Mayur shall provide safe & healthy working conditions for all the workers including illumination, ventilation, temperature, ergonomics etc consistent with local regulations.

Health & Safety

Mayur shall provide a safe and healthy working environment and take all practicable steps to prevent incidents and injuries. Occupational hazards and injuries shall be documented and necessary measures shall be taken to prevent accidents from reoccurring.

Mayur shall ensure that all employees are provided with necessary instructions, training and personal protective equipment, as necessary for facilitating safe work methods.

Hazardous Materials and product safety/Responsible Chemical Management

Mayur ensures that the products, chemical, physical or Biological substances under its control do not pose a risk to health and safety of workers by implementing and enforcing proper protection and handling measures **as per MSDS**. Mayur has implemented a system to manage and mitigate risk Mayur has defined and implemented by regular training emergency procedures in order to minimize damage to people and property. Mayur has knowledge of specific market requirements related to sustainable products whenever applicable (REACH/ROHS)

Environment

Mayur follows international best practices for environmental protection, besides abiding to local laws, ensuring continuous improvement on this area by adhering best practices as per EMS (ISO 14001)

Mayur shall work in a systematic, goal- oriented and proactive manner to reduce the impact to the environment including pollution prevention, **Sustainable resource Management & waste reduction.**

The business must run in such a way that serious discharges and emissions to the ground, water and air are systematically prevented and adherence of state/central pollution Norms. **Water & Air quality should be maintained as per local regulations & Water conservation measures should be adopted to ensure optimum consumption.**

Mayur works towards energy efficiency including use of energy efficient equipments, Use of renewable energy sources & reduce Greenhouse gas emissions by adopting practices like reduce, reuse, recycle, advanced technology & by planting the trees within premises & in nearby area.

Mayur has and keep updated all licences and records demanded by applicable legislation.

Prepared by Saurav Verma / Navneet Jain	Approved by Arun Kr Bagaria	Issued by Navneet Jain
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