

Social Accountability policy

BVCPL supports and respects the protection of international human rights within the sphere of our influence, and ensures that we are not complicit in human right abuses. BVCPL is socially Accountable company. We comply requirements of labor standards. In Addition, we will comply to our company policies, national and state laws. We will strive to continually improve the ways in which we promote, communicate and manage social accountability with our employees, our customers, our suppliers, and the community at the large. We will ensure that this policy is reviewed periodically, communicated and accessible to all the staff, including directors, management, executives, supervisors, and staff, whether directly employed, contracted or otherwise representing the company and is publicly available, upon request. BVCPL continue to encourage all suppliers and contactors to comply with the same standards.

We are committed to comply with social accountability requirements through ensuring following :

No Child labor employment:

Adherence to law, we are compliant with this section by employment of workers on completion of 18 years.

No forced Labor :

We are not employing forced or slave labor and not withholding personal documents, salary or benefits from workers.

Payment of Wages:

We are paying a minimum wages and other benefits to workers.

No discriminations:

We Protect workers from discrimination on the basis of race, origin, caste, gender, religion, political affiliation and many other attributes.

Freedom of association and collective bargaining :

We allow workers the right to associate and organize trade unions of their choosing.

Disciplinary practices :

We treat staff with "dignity and respect". This forbids inhumane treatment, corporal punishment, coercion or verbal abuse.

Working hours :

We give one day of rest following six consecutive days of working and practice absolutely voluntary but paid extra working hours in case of requirement.

Health and Safety :

BVCPL provides a safe and healthy working environment at all sites and facilities, and takes adequate steps to prevent accidents and injury to health by minimizing the cause of hazards in the working environment. BVCPL ensures that no workers are exposed in a situation inside or outside the workplace that are hazardous, unsafe or unhealthy.

For Best Value Chem Pvt.Ltd



Shaju CO
CEO

Date: 01.11.2017