



SOCIAL POLICY

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PURPOSE

The Social Policy (hereinafter referred to as “the Policy”) of B&B Triplewall Containers Limited outlines the Company’s commitment to responsible, ethical, and sustainable business practices. As a corrugated box manufacturing enterprise, the Company endeavours to conduct its operations in a manner that upholds human rights, fosters fair labour practices, ensures the health and safety of its workforce, delivers safe and high-quality products, and makes a positive contribution to the communities in which it operates.

SCOPE

This Policy is applicable to all individuals working at all levels including Directors, Senior Management, Employees (permanent, temporary, contractual), Workers, Apprentices, Suppliers, Contractors of the Company or the Subsidiary of the Company.

POLICY COMMITMENTS

Human Rights & Fair Labour Practices

- The Company respects internationally recognized human rights.
- All employment shall be freely chosen and free from child, forced, or bonded labour.
- Fair wages, working hours, and statutory benefits shall be ensured in compliance with applicable laws.
- Due diligence and risk assessment shall be undertaken to identify and address labour and human rights risks.

Equity, Diversity & Inclusion

- The Company is an equal opportunity employer.
- No discrimination shall be practiced on the basis of gender, caste, religion, age, disability, or any other legally protected status.
- Employment decisions shall be based on merit and performance.

Health & Safety

- A safe and healthy working environment shall be provided to all employees and workers.
- Applicable occupational health and safety laws shall be complied with.
- Safety training and use of appropriate protective equipment shall be ensured.



Community Development

- The Company shall support initiatives aimed at improving the standard of living and quality of life of local communities.
- Community engagement may include education, health, sanitation, and skill development initiatives.

Product Safety & Quality

- The Company is committed to manufacturing safe and reliable corrugated packaging products.
- Product quality and safety standards shall be maintained in line with legal and customer requirements.
- Continuous improvement shall be encouraged to enhance product performance and customer satisfaction.

IMPLEMENTATION & REVIEW

Management shall be responsible for implementation and communication of this Policy.

The Policy shall be reviewed periodically and updated as required