



SOCIAL ACCOUNTABILITY POLICY

POLICY STATEMENT

Voltech Vipra is committed to protect employee's rights and improve conditions and social performance within the organization and also in all its stakeholder partnerships and relationships

Voltech is committed to comply with local, national and all other applicable laws and standards

Management of voltech has chosen to comply social compliance and is committed to conform to the following foundational elements

Child Labour: we since beginning has chosen to comply the practices of not engaging or supporting employees age less than 18 years

Non Discrimination: we provide equal opportunity to every employees including migrant workers and they will not subjected to any form of discrimination

Freedom of Association: we respect and supports the rights of freedom to association and ensures that employees and their organization are not subject to any discrimination in the workplace

Forced Labour: we do not engage or support the use of forces labour. It promotes an environment for employee to work voluntarily

and free to leave their employer after reasonable notice

Health and Safety: we committed to providing a healthy and safe working environment for all personnel employees

Employment Contract: we ensure that its employee must provide with written employment contract in languages easily understood by employees at the time of commencing their employment

Working Hours: we complies with applicable laws and industrial standards on working hours

Wages and Benefits: we ensure that all employee is paid wages which meets or exceeds the minimum wages laid out legally as per the local labour law

Discipline and Harassment: we always treated all its personnel with dignity and respect. All disciplinary are accordance with law

Management System: The organization continuously tracks human rights and social respect, any compliant or grievance is addressed

M. Umaphathi

Chairman & Managing Director