

UPHOLDING LABOUR STANDARDS

OUR COMMITEMENT

ESPL adheres to the laws of the land with regard to forced and compulsory labour.

The operation of ESPL Subject to all the statutory compliances, regulations of factory Acts etc.

All promotional activities are governed by regulation, and the same is strictly adhered by ESPL.

The statutory acts related to the management of its employees and their benefits are adhered too.

ESPL has secretarial and legal departments that ensure the compliance of all legal and regulatory requirements. The internal audits departments reports, suggest the facilities for compliance as a proactive measure. Operating under the ESPL code of conduct we emphasize corporate ethics behavior and the culture , it has spreads across the other stakeholder therefore ensuring practices that promote fair labour practices, non-discrimination , non-employment of child labour and safeguarding human rights at all levels of employments.

ACTIVITIES & MEASURE

Social Compliance

ESPL has embarked upon an initiative with vendors on socials compliance. The objective being, to engage with them in our fight against child labour , forced labour, discriminatory/harassment and to promote health and safety thereby aiming at improving the quality of life. The idea was to go beyond the boundary of business and future human values along with the vendor fraternity.

Social Compliances Audits : the company has planed to start periodic audits on its suppliers, to identify opportunity to enhance the degree of social compliance . the audits is based on ILO convention mention below-

Forced labour	Child labour	Wages	Discrimination
Working hours	Healthy & safety	Freedom of association	Home workers

Equal Opportunity Employer

ESPL shall provide equal opportunity to all its employee and all qualified for employment, without regard to their race, cast, creed, religion , color, ancestry, marital status, sex, age, nationality and employee with physical disability of ESPL shall be treated with dignity and in accordance with the ESPL CoC policy of maintaining a work environment free of sexual harassment , whether physical, verbal or physiological.

Employee welfare benefits

Officers, association	Managerial
Esi, pf, employee deposits linked insurance, conveyance, education allowance, medical reimbursement	Pf, gratuity, health & accident insurance, medical. Vehicle assistance, conveyance, LTA