

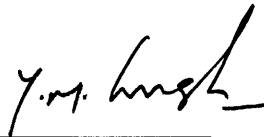
SOCIAL ACCOUNTABILITY POLICY

Samsonite South Asia Pvt Ltd is committed to :

- Conform to the requirements of the SA8000:2014 standard by ...
 - not engaging in or supporting the use of child labour and forced / compulsory labour
 - providing a safe and healthy workplace environment
 - respecting the workers' right to freedom of association and collective bargaining
 - not engaging in or supporting any form of discrimination in recruitment, remuneration, training, promotion, or termination of employment
 - treating all personnel with dignity and respect
 - complying with National laws on working hours and overtime work
 - respecting the right of personnel to a living wage and paying the wages in time, and
 - complying with applicable labour laws and respecting the UN & ILO conventions.
- Ensure that the social accountability policy is effectively documented, implemented, maintained, communicated, periodically reviewed, and made accessible in a comprehensible form to all personnel including directors, executives, management, supervisors, and staff, whether directly employed by, contracted with, or otherwise representing the organization. We shall also ensure that the policy is freely available to the public and external interested parties on request.

Date : 01-Aug-2019

Place: Gonde



Y. M. Singh – Vice President