



JK PAPER LTD

Policy of Preventing Forced Labour

JKPL follows fair and transparent policy on engagement of labour/ employees. It condemns all kind of forced or illegal measure to be used and employees are free to work as per working hours and applicable law of land. Following procedures are undertaken;

- Deploying, Reviewing and amending company's recruitment policy time to time.
- Following well designed and defined recruitment process that ensures induction of suitable employee on merit basis.
- Ensuring complete transparency in contractual assignments with employees and employment agencies.
- Educating recruitment managers, employees, vendors and other partners about law of land regarding legal wages and employee benefits.
- Information sharing, circulars notices shall be done in the language understood by majority.
- Working hours, overtime and other terms and conditions shall be as per the law of the state.
- The employees shall have the right to leave their services as per agreed terms and conditions.
- All employees are issued with personal identification card with required details.
- Audit of contractors, vendors and agencies records relating to employees.

A. S. MEHTA

PRESIDENT AND DIRECTOR

Date: 20/10/2021

