



Century's Ethical Trade Policy

Century Paper & Board Mills Limited seeks to make substantial improvements in the lives of working people by developing, and encouraging the use of, a set of standards in trade. As a company Century adopts to support and incorporate the code of the Ethical Trading Initiative.

Prohibition of Forced Labour; No prison, indentured or forced labour of any kind is used by the company, and employees shall be free to leave employment after reasonable notice.

Prohibition of Child Labour; No person below the legal minimum age of 18 is employed by the company, and there shall be no use of child labour.

Compliance with Local Law; The organization will comply with all laws and regulations to which it is subject, including those applicable to the environment. There shall be compliance with all applicable laws and regulations of the country where operations are undertaken.

Working Environment; The Company must maintain a working environment in its facilities which is safe and healthy, and all times in full compliance with all applicable laws and regulations relating to working conditions.

Working Hours; The Company will insure that employee working hours are in compliance with local law.

Wages and Benefits; All employees of the company shall receive the greater of the legal minimum wage and benefits. Deductions from wages as a disciplinary measure shall not be permitted

No Discrimination; The company will not make any decisions relating to hiring, salary, benefits, advancement, discipline, termination on the basis of the employees' race, color, gender, nationality, religion, age, maternity or marital status.

Freedom of Association; There shall be respect for the right of employees to freedom of association and recognition of employees' rights to collective bargaining, where allowable by law.

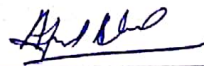
No harsh or Inhumane Treatment; There shall be respect for human rights, and no employee shall suffer harassment, physical or mental punishment, or other forms of abuse.

Prepared By :

 SM CE

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Approved By :



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