



GLS POLY FILMS PVT. LIMITED.

VILLAGE –GURAWARA, DIST-REWARI -123035

HARYANA, INDIA.

Human Rights Policy

Scope: Applicable to all employees, contractors, and Tier 1 suppliers involved in the production of Biaxially Oriented PET (BOPET) films (Transparent, Metalized, Alox, Alu Alu bond, etc.) using our ABC (3-layered) extrusion process.

SR. NO	SITE	ADDRESS
1	GLS POLYFILMS PVT LTD.	VILLAGE –GURAWARA, DIST- REWARI -123035HARYANA, INDIA.

Policy Statement

GLS Poly Films Pvt Ltd is committed to fostering a workplace that prioritizes employee health, safety, dignity, and professional growth while ensuring ethical operations in our BOPET film manufacturing. This policy reflects our dedication to reducing risks, improving Labour practices, and respecting human rights across our operations and supply chain.

Reference

We align with the Universal Declaration of Human Rights (UDHR), International Labour Organization (ILO) conventions, UNGC Principles 1-6, which emphasize the protection of human rights, elimination of forced and child labour, and promotion of non-discrimination, Respecting human rights as outlined in the UNGP, and India's Labour laws, including the Factories Act, 1948, and the Occupational Safety, Health and Working Conditions Code, 2020.

1. Employee Health and Safety

Commitment: GLS Poly Films Pvt Ltd ensures a safe and healthy workplace by managing physical and psychological health risks inherent in polymer film manufacturing, such as machinery hazards, chemical exposure, and repetitive stress.

Qualitative Objectives:

- Conduct regular health and safety risk assessments across all production units to identify and mitigate hazards (e.g., noise, heat, chemical fumes).
- Provide all employees with adequate personal protective equipment (PPE) tailored to their roles (e.g., gloves, goggles, earplugs for extruder operators).
- Promote psychological well-being by offering stress management workshops and access to counselling services.

Quantitative Targets:

- Reduce work-related accidents by 25% by December 31, 2030, compared to the 2024 baseline (e.g., 30 incidents recorded).
- Achieve 100% PPE compliance among production staff by December 31, 2026, verified through monthly safety audits.



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2. Working Conditions

Commitment: GLS Poly Films Pvt Ltd ensures fair remuneration, reasonable working hours, and social benefits to support work-life balance and employee satisfaction in our manufacturing facility.

Qualitative Objectives:

- Ensure all employees receive wages above the Haryana minimum wage standard, with timely overtime compensation as per legal requirements.
- Implement a “right to disconnect” policy, encouraging employees to avoid work-related communication outside designated hours.
- Conduct annual employee satisfaction surveys to identify and address working condition concerns.

Quantitative Targets:

- Increase the number of employees eligible for health care coverage by 20% by December 31, 2030, compared to the 2025 baseline (e.g., from 70% to 84% of 300 employees).
- Reduce average weekly overtime hours by 15% by December 31, 2028, compared to 2024 levels (e.g., from 10 to 8.5 hours).

3. Social Dialogue

Commitment: GLS Poly Films Pvt Ltd fosters constructive Labour relations through recognized employee representatives and collective bargaining, relevant to our organized workforce in Haryana.

Qualitative Objectives:

- Build collaborative relationships with worker committees to address workplace concerns.
- Ensure open communication channels for employees to raise grievances without fear of retaliation.

Quantitative Targets:

- Maintain 100% coverage of employees under a collective bargaining agreement by December 31, 2030 (currently 90% of 300 employees).
- Resolve 95% of reported grievances within 30 days, tracked annually starting 2025.

4. Career Management and Training

Commitment: GLS Poly Films Pvt Ltd supports employees’ career progression through recruitment, evaluation, and training tailored to BOPET film production roles.

Qualitative Objectives:

- Provide technical training on extruder operation, quality control, and safety for all production staff.
- Offer annual performance evaluations with clear career mobility pathways (e.g., operator to supervisor).



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Quantitative Targets:

- Increase average training hours per employee by 20% by December 31, 2030, compared to 2024 (e.g., from 6 to 8 hours annually).
- Promote 10% of eligible employees to higher roles annually by 2028.

5. Child Labour, Forced Labour, and Human Trafficking

Commitment: GLS Poly Films Pvt Ltd prohibits child Labour, forced Labour, and human trafficking in our operations and supply chain, critical given our manufacturing context.

Qualitative Objectives:

- Enforce a zero-tolerance policy for child or forced Labour, verified through supplier agreements.
- Educate employees and suppliers on identifying and reporting exploitative practices.

Quantitative Targets:

- Increase internal audits for child/forced Labour risks by 20% by December 31, 2030, compared to 2025.
- Train 100% of procurement staff on human trafficking awareness & Forced Labour indicators by December 31, 2026.

6. Diversity, Equity, and Inclusion

Commitment: GLS Poly Films Pvt Ltd promotes a diverse and inclusive workplace, preventing discrimination and harassment in our Haryana facility.

Qualitative Objectives:

- Ensure equal treatment and opportunities for all employees, regardless of gender, caste, religion, or disability.
- Implement anti-harassment training and reporting mechanisms for all staff.

Quantitative Targets:

- Increase employees trained on diversity and anti-discrimination by 25% by December 31, 2030, compared to 2025.
- Achieve 3% female representation in Executive & supervisory roles by 2030.

7. External Stakeholder Human Rights

Commitment: GLS Poly Films Pvt Ltd respects the rights of external stakeholders, such as local communities near Gurawara, impacted by our operations.

Qualitative Objectives:

- Respect land and water rights of local populations through responsible resource use.



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- Engage with community leaders to address concerns about noise or emissions from our facility.

Quantitative Targets:

- Conduct human rights impact assessments on 20% more critical operations by 2030, compared to 2025
- Reduce community complaints by 30% by 2028, compared to 2024.

Implementation and Monitoring

- **Governance:** A Health, Safety, and Works Committee, led by the Plant Manager, will oversee policy execution, meeting quarterly.
- **Resources:** Allocate resources (starting 2025) for training, audits, and safety upgrades.
- **Monitoring:** Track progress via a digital dashboard updated monthly, with annual reporting to stakeholders.
- **Corrective Actions:** Address non-compliance within 60 days, with documented resolution plans.

Commitment

GLS Poly Ltd's leadership pledges to uphold this policy, ensuring our BOPET film manufacturing aligns with ethical and sustainable practices. This policy will be communicated via onboarding, training, and workplace signage.

SDG Alignment

This policy aligns with SDGs 1, 3, 4, 5, 8, 10, 11, and 16, reflecting our holistic commitment to sustainability in labour and human rights.

Approved By

Effective Date: 22.08.2023



SS Akhtar
Unit Head

Next Review Date: 20.08.2025