

# **Ghani Value Glass Limited**

## **Code of Conduct**

### **Child Labor**

We prohibit employment of labor below the age of 15 years.

### **Forced Labor and Prison Labor**

We prohibit recourse in any form whatsoever, to slavery servitude for debit and forced or compulsory Labor as well as products or services created by these means.

### **Safety and Health**

We promote safety and health at work and strive to avoid all types of Labor which, by its nature or the condition under which it is carried out, might compromise safety and health.

### **Compensation and Working Hours**

We believe in compliance with local Labor laws regarding remuneration, working hours and working condition.

### **Freedom of Association**

We respect the workers, right to have a Collective Bargaining Agent and deal with them according to the requirements of local Labor laws.

### **Environment**

We endeavor to reduce environmental pollution on a continuous basis to meet the applicable environmental regulations.

### **Discrimination**

We prohibit discrimination, and in particular, racial, ethical, religious or gender discrimination.

### **Harassment or Abuse**

We prohibit all practices of gender or psychological harassment.