

Messrs. POLISETTY SOMASUNDARAM

TOBACCO PACKERS & EXPORTERS
(STAR EXPORT HOUSE - RECOGNISED BY GOVERNMENT OF INDIA)
(ISO – 9001 : 2008 CERTIFIED COMPANY)
8-24-31, P.O.BOX No.54, GUNTUR – 522 001. (SOUTH INDIA)

SUPPLY CHAIN POLICY ON HUMAN AND LABOR RIGHTS

We at Polisetty Somasundaram Tobacco are committed to our basic principles on addressing Human Rights Issues in Global Supply Chain.

1. Our Basic Principles

- 1.1. Honesty, respect and fairness are the core values that embody our commitment to society. Every day, we interact with millions of men and women: consumers, employees, workers in our supply chain, shareholders, and the communities in which we live and operate. We care about their dignity and human rights in all these interactions, we have been focusing for many years on principles that complement our human rights commitment and to which we remain committed:
- 1.2. We are committed to business practices that respect internationally recognized human rights in line with the United Nations Guiding Principles on Business and Human Rights. We base our commitment on the International Bill of Human Rights and the International Labor Organization's 1998 Declaration on Fundamental Principles and Rights at Work.

2. Forced Labor

Forced or trafficked labor is unacceptable to us. We are committed to identifying any form of modern slavery in our operations and value chain and will act against such practices as are identified, such as forcing workers to pay recruitment fees, confiscating their personal papers, and deceiving workers during recruitment.

3. Child Labor

We are committed to identifying any form of child labor in our operations and value chain and will act against such practices as are identified.

4. Treatment of Workers

We pay our employees fairly. We provide a safe and sanitary work environment to prevent accident and injury. We identify, evaluate and control occupational health and safety hazards

5. Freedom of Association

We recognize the right of workers to collective bargaining through representatives who can communicate openly about working conditions without fear of retaliation.

6. Diversity and Inclusion

We promote a diverse and inclusive organization. We operate policies that do not tolerate discrimination or behavior that is offensive, demeaning, or abusive. We apply policies and standards in order to make personnel decisions on the merits — without regard to ethnicity, religion, national origin, socio-economic status, family status, age, disability, gender, sexual orientation, gender expression, political opinion, or similar status.

7. Environmental Stewardship

We will continue to seek to anticipate and adapt to changing environmental conditions and sustainable practices. We have programs in place to minimize the impact on natural resources and

Messrs. POLISETTY SOMASUNDARAM

TOBACCO PACKERS & EXPORTERS
(STAR EXPORT HOUSE - RECOGNISED BY GOVERNMENT OF INDIA)

(ISO – 9001 : 2008 CERTIFIED COMPANY)

8-24-31, P.O.BOX No.54, GUNTUR – 522 001. (SOUTH INDIA)

Environmental emissions, to prevent pollution, and to reduce our carbon footprint in line with science-based targets.

8. Anti-Bribery

Bribery is unacceptable at PSS. We have policies in place that prohibit bribery or the facilitation of bribery or other corrupt practices in any form.

9. Anti-Illicit Trade

We monitor our sales activity to ensure that our products go to their market of intended destination in compliance with fiscal laws. We take measures to guard against counterfeit, contraband and money laundering and work with enforcement agencies to stop illegal sales of our products and illegal use of our trade marks.

10. Implementation and Governance

We are committed to a more systematic and rights-based approach to human rights, building on the policies and processes that we have successfully operated for many years. We recognize that it will be an iterative process that will require us to engage with all stakeholders to whom we need to listen and from whom we need to learn. Overall leadership and oversight rest with a cross-functional Human Rights Core Team. In line with the UN Guiding Principles, this team coordinates activities, sets priorities, and leads our efforts to respect human rights so as to avoid and address human rights risks and any adverse impacts.



P.SHYAM SUNDAR

Chairman & Managing Director