

 <b>Destia</b> ETHIOPIA • ESTABLISHED 1993	Company Name: <b>ደስታ ኃ/የተ/የግል ማህበር</b> <b>DESTA PLC</b>	Document No.: <b>PL/CM/0036</b>	
Title <b>SOCIAL COMPLIANCE POLICY</b>		Issue No. <b>1</b>	Page No.: <b>Page 1 of 3</b>



# **SOCIAL COMPLIANCE POLICY**

## **2022**

**COMPLIANCE DEPARTMENT**

Tel.: (+251-011) 629-0450 Fax: (+251-011) 629-9854 Email: info@desta-garment.com

P.O.Box: 2964 Addis Ababa, Ethiopia [www.desta-garment.com](http://www.desta-garment.com)

 <p><b>Desta</b> ETHIOPIA • ESTABLISHED 1995</p>	<p>Company Name: <b>ደስታ ኃ/የተ/የግል ማህበር</b> <b>DESTA PLC</b></p>	<p>Document No.: <b>PL/CM/0036</b></p>	
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## Social Compliance Policy

Desta Plc stands committed to following

- Prohibition of child labor in all our works
- Environmental adhesion to national law
- Prohibition of corruption and bribery in any dealing at all levels
- Health and safety of employees of all levels
- Respect for basic Human rights of employees

### Objective

#### 1. Prohibition of child labor

- Every worker must be at least 18 years of age

#### 2. Environmental protection:-

- A valid and correct pollution license must be held, where there is no legal requirement to hold pollution license, pollution level must not materially exceed normal industry standards
- Set up or use an Environmental Management system according to ISO 14001

#### 3. Legal compliance:-

- Comply with the law of the applicable legal system at state as well as central rules

#### 4. prohibition of corruption and bribery:-

- To tolerate no form of and not to engage in any form of corruption of bribery, including any payment of other form of benefit conferred on any government official for the purpose of influencing decision making in violation of law.
- Accepting gift or giving gift in relation to business is strictly prohibited

#### 5. Health and safety

- Take responsibilities for the health and safety of the employees
- Control hazards and take the best reasonably possible precautionary measures against accidents and occupational diseases.
- Provide training and ensure that employees are educated in health and safety issues.
- Set up or use an occupational health and safety management system according to OHSAS 18001

#### 6. Respect for the basic human rights of employees

- Promote equal opportunities for and treatment of its employees irrespective of skin color, race, nationality, social background, disabilities, sexual orientation, political or religious conviction, sex or age

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- Respect the personal dignity, privacy and rights of each individual
- Refuse to employ or make anyone work against his will
- Refuse to tolerate any unacceptable treatment of employees, such as mental cruelty, sexual harassment or discrimination
- Prohibit behavior including gestures, language and physical contact, that are sexual, coercive, threatening, abuse or exploitation
- To provide fair remuneration and to guarantee the applicable national statutory minimum wage
- Recognize as far as legality possible, the right of free association of employees and to neither favor nor discriminate against members of employee organizations or trade unions

**Monitoring and enforcement**

Our all seniors are taking care of implementing the above policy.

If anyone has a problem, confusion or observed any violation on the above should contact our HR and administration Head.

If we found violation of our policy, we will take appropriate action against the same.

We discuss and monitor the same in our Management meeting on regular basis

Endorsed by

\_\_\_\_\_ Signature \_\_\_\_\_  
Factory manager

\_\_\_\_\_ Signature \_\_\_\_\_  
Managing Director

Date \_\_\_\_\_  
Revised on 2022

**The policy will be reviewed yearly by the Sustainability Manager.**