


SOCIAL POLICY

GUL AHMED TEXTILE MILLS WANTS TO BECOME ONE THE LEADING COMPANIES AND WISH TO ACTIVELY PARTICIPATE IN THE SOCIAL AND ECONOMICAL GROWTH OF THE COUNTRY. TO ACHIEVE CONTINUOUS IMPROVEMENT, IT IS NECESSARY TO PROPERLY RESPONSE ON THE SOCIAL REQUIREMENT THAT EFFECTIVELY WILL SOLVE THE PROBLEMS OF EMPLOYEES, THEIR FAMILIES AND ADJACENT COMMUNITY. COMPANY WILL ENDEAVOR TO TAKE CARE OF FOLLOWING ISSUES THROUGH ITS SOCIAL ACCOUNTABILITY PROGRAM AND SHALL TRY TO IMPLEMENT IT BY FOLLOWING NATIONAL LAWS:

1. EMPLOYMENT SHALL BE GIVEN TO PERSONNEL AS PER COUNTRY'S APPLICABLE LAW FOR MINIMUM AGE WITHOUT ANY DISCRIMINATION.
2. EMPLOYEES CAN WORK IN A FREE WORKING ENVIRONMENT KEEPING IN MIND RULES AND POLICIES OF THE COMPANY.
3. PRACTICAL MEASURES RELATED TO HEALTH AND SAFETY ISSUES OF THE EMPLOYEES SHALL TRY TO BE TAKEN WITHIN COMPANY MEANS AND RESOURCES.
4. AN ENVIRONMENT OF FREEDOM SHALL BE MADE WHERE EMPLOYEES CAN INFORM AND DISCUSS WITH MANAGEMENT ON THEIR PROBLEMS AND OTHER ISSUES.
5. WORKING HOURS OF EMPLOYEES COMPLY WITH NATIONAL LAWS WHICH ALSO INCLUDE WEEKLY ONE HOLIDAY.
6. SALARIES AND WAGES SHALL BE PAID TO EMPLOYEES IN A MANNER CONVENIENT BOTH TO THE COMPANY AND THE EMPLOYEE.

| | DESIGNATION | INITIAL | SIGN | Reasons for Change: |
|-------------------|-------------|------------|---|---------------------|
| REVIEWED | | | | |
| & APPROVED BY: | DIR | ZNB |  | |