

Social Policy

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Reviewed by: Mr.O.K. Kaul, CEO

This document will be reviewed on a yearly basis.

As an organization, Avanti Leathers Ltd. complies and meets with all relevant legal requirements for conducting its business and never violates any Law.

At the time of recruiting, we check whether the incumbent is of employable age as per the Child Labor Act and doesn't recruit if he/she is considered as Child as per Law. We don't have any compulsory labor conditions and don't compel anyone to perform compulsory labor of any nature.

Avanti hereby declares that it doesn't discriminate people based on their Gender, Age, Marital Status, Race, Religion, Caste, Disability (unless the disability becomes a hindrance to specific job he/she is to be considered), Sexual Orientation, Political Opinions etc.

Avanti follows working hours as stipulated by Law and doesn't compel anyone to work over time, however, if extra work is required, the same will be paid accordingly. All the employees are made aware of their rights as per relevant Laws viz., maternity leave, sick leave, pay roll etc. and Avanti doesn't in any way deny anyone of their legitimate rights.

In case of any specific issue to be brought to the notice of the Management, any employee or group of employees can represent their grievance to their HOD through their respective Section Supervisor. If the issue can be resolved at that level, HOD will resolve the same within a reasonable time and if it needs to be escalated to the Management, HOD will take this up to the Management and the issue will be resolved within a reasonable period of time after considering the merits & demerits of the issue brought up. An Organogram is displayed at various places in the factory for the people to know who their representative is.

We have also introduced a "Suggestion Box" where people can write their grievances / suggestions for improvement of any nature and once in a week the boxes are opened by HR Department. Grievances and suggestions are separated, discussed, evaluated and necessary action is taken based on the merits and de-merits of the issue. In case any suggestion found to be worth implementing, the person/team gave that suggestion are given an Appreciation Letter and rewarded suitably.




Avanti is committed itself to the health and safety of all its employees and provides all necessary safety gadgets/equipments to ensure a safe work environment. Training is provided to all the employees about the safety aspects and created awareness amongst employees to follow the safety precautions while performing their jobs.

Avanti conducts regular general health check-ups inside the premises. Eye sight & Color Blindness Test is conducted especially for Raw material & finished goods assorters once in 6 months.

Avanti has a Safety Policy in place which is displayed across the factory both in English and local language and also made understood by everyone in the organization. Avanti also created Operational Control Procedures (OCPs) for all critical and potentially risky operations and employees concerned are educated and trained suitably. An Accident Register in a specified format as per Act is maintained and after examining the reasons for an accident, if any happened, necessary corrective measures are taken immediately to prevent recurrence.

FUTURE PLANS:

We have prepared a Skill Matrix of all existing employees. We intend to identify the training needs of each employee and provide training, internally or through an external agency. We wish to have a well-trained, skilled manpower over next couple of years.

We intend to create CFTs (Cross-Functional Teams) to conduct internal audits by training them suitably.


Signature / Stamp