

	HUMAN RIGHTS & LABOUR STANDARDS POLICY		POLICY # 02
GENERAL POLICIES	REVISION # 2	DATE: 28.02.2018	APPROVED BY:
THIS POLICY WILL BE REVIEWED ON : MARCH, 2021		LAST REVIEW: 08.03.2019	QA MANAGER

PURPOSE AND SUMMARY

This policy reflects Cardic’s Mission to contribute to human welfare and to recognize the personal worth of employees. This policy requires our employees to respect internationally-recognized human rights consistent with this policy and Cardic’s expectation that suppliers also respect internationally recognized human rights consistent with this policy. In cases where a national law conflicts with internationally recognized human rights, Cardic will, while complying with the law, seek to respect the human rights labor standards that have been established by law and internationally recognized organizations.

SCOPE

This policy applies to all Cardic’s manufacturing units, all employees & contractors. Cardic will strive to ensure that its suppliers adhere to the minimum standards that are outlined within this policy.

POLICY

Cardic Instruments adheres to the highest ethical conduct as outlined in the Cardic Instruments Business Code of Conduct in all aspects of business, including Human Rights, Labor, Anti-Slavery, Environment and Anti-Corruption. Cardic Instruments operates on a foundation of our core values of Teamwork, Respect, Accountability, Integrity and Innovation which are expected to be followed by all colleagues, management and the board. Cardic Instruments respects fundamental human rights and views them as a key component of responsible corporate citizenship.

Cardic Instruments is committed to the following operational measures and international labor and workplace standards:

OPERATIONAL MEASURES

Cardic Instruments aims to implement the United Nations “Protect, Respect and Remedy” framework which was endorsed by the United Nations Human Rights Council. Cardic Instruments Recognizes the laws designed by Pakistani Government on business and human rights to provide an authoritative global standard for preventing and addressing the risk of adverse impacts on human rights linked to business activity.

RISK ASSESSMENT, PREVENTION, AND REMEDIATION

Should Cardic Instruments identify any risk of contributing to an adverse impact in the area of human rights or labor rights, it will take the necessary steps to cease or prevent its contribution and use its leverage with internal and external business networks to mitigate any remaining impacts to the greatest extent possible. By doing so, and in accordance with its core business, Cardic Instruments pays special attention to International Labor standards such as:

- Non-discriminatory treatment
- Healthy and Safe work environment
- Minimum wages
- No child labor
- Voluntary employment
- Freedom of association
- Anti-harassment
- Anti-slavery
- Human trafficking

REPORTING AND WHISTLEBLOWING

Reporting and mitigation of issues and concerns on human rights and labor rights issues, occur as other reporting concerns, per our risk management processes.

NON-DISCRIMINATORY TREATMENT

We provide equal opportunity for all in recruiting, hiring, developing, promoting, and compensating without regard to age, color, sex, gender identify, disability, gender, national origin, race, religion, sexual orientation, pregnancy or any other basis that is protected under applicable law.

HEALTHY AND SAFE WORK ENVIRONMENT

We are committed to the health and safety of our employees, per our Workplace Health and Safety Policy. We maintain a global program of regular education, emergency response planning and training to ensure individuals are equipped to identify and manage potential risks in the workplace.

MINIMUM WAGES

We comply with local minimum wages. We follow the laws designed by the government to apply fair wages to all the employees of the company.

NO CHILD LABOR

We abide by local minimum age laws and do not employ child labor in any circumstance.

VOLUNTARY EMPLOYMENT

We do not use forced or compulsory labor. All employment is voluntary and employees are allowed to leave our company after a one month notice.

FREEDOM OF ASSOCIATION

We respect the right of our employees to freely participate in labor unions, or choose not to participate, and the right to collectively bargain, in accordance with local law.

ANTI-HARASSMENT

We prohibit ethnic, racial, religious, sexual or any other type of harassment. Examples of unacceptable practices include any behavior that is physical or verbal in nature that interferes with and obstructs performance in the workplace.

ANTI-SLAVERY AND HUMAN TRAFFICKING

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labor and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

Cardic Instruments has a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

We expect the same high standards from all of our contractors, suppliers and other business partners, and as part of our contracting processes, we require commitments against the use of forced, compulsory or trafficked labor, or anyone held in slavery or servitude, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards.

ACCOUNTABILITY

It is the obligation of every employee and management of Cardic's to understand these responsibilities and to exercise proper judgment in compliance with this policy to avoid infringing on the human rights of others. We have clear processes and training in place to ensure we are able to identify, prevent, and mitigate adverse human rights impacts resulting from or caused by our business activities before or if they occur through human rights due diligence and mitigation processes.

Management is responsible for implementing, reviewing, and ensuring that the employees reporting to them are aware of the provisions in this document. All Cardic Instruments colleagues are expected to adhere to the conditions defined in this document. Any violations are considered violations of the Cardic Instruments Business Code of Conduct and are subject to the disciplinary actions stated therein.

Certified to be Correct and True.

CARDIC INSTRUMENTS



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