



SAFEGUARDING POLICY



**V.K.A. Polymers Private Limited
9/939 Chinna Andan Kovil Street,
Karur-639002
Tamil Nadu, India.**

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POLICY STATEMENT

V.K.A. Polymers Private Limited prioritizes the safety and well-being of all individuals, especially children and vulnerable adults, during our manufacturing and exporting operations. We are committed to maintaining the highest safeguarding standards and fostering a secure and respectful environment. We understand that safeguarding is a shared responsibility, and we are committed to working collaboratively to create a secure environment for all.

SCOPE:

This policy applies to all employees, contractors, partners, and stakeholders involved in V.K.A. Polymers Private Limited's activities of manufacturing and exporting.

PRINCIPLES:

Our safeguarding approach is guided by the following principles:

- **Dignity and Respect:**

We treat all individuals with dignity and respect, regardless of their age, gender, race, religion, or any other characteristic. We foster an inclusive and non-discriminatory environment.

- **Protection from Harm:**

We are committed to protecting individuals, especially children and vulnerable adults, from all forms of harm, abuse, neglect, and exploitation associated with our operations.

- **Accountability:**

We hold ourselves accountable for safeguarding by establishing clear roles and responsibilities, promoting transparency, and implementing robust reporting mechanisms.

ROLES AND RESPONSIBILITIES:

- **Safeguarding Focal Point Leads:**

Top management is ably supported in strategic decision and policy setting by the Quality assurance manager, Human resource manager, and production manager in the safeguarding efforts by performing risk assessments and incident reporting.

- **Employees and Contractors:**

All employees and contractors are responsible for adhering to this safeguarding policy, reporting concerns, and contributing to a safe environment.

SAFEGUARDING MEASURES:

- **Risk Assessment:**

We conduct comprehensive risk assessments to identify potential risks to children and vulnerable adults associated with our operations. These assessments guide our safeguarding efforts.

- **Training and Awareness:**

We provide training and awareness programs to our employees, contractors, and partners to ensure they understand their role in safeguarding and can recognize signs of abuse or vulnerability.

- **Code of Conduct:**

We maintain a clear Code of Conduct that applies to all individuals associated with our operations, outlining expected behaviour and interactions with children and vulnerable adults, and we conduct appropriate background checks to verify suitability for employees and contractors in roles involving regular contact with them.

- **Reporting violations and confidentiality:**

Anyone who suspects safeguarding violations or has concerns regarding the safety of individuals must report them immediately to the designated safeguarding focal point leads. We have a clear and confidential reporting mechanisms that allow all employees and stakeholders to report safeguarding concerns or incidents without fear of reprisal for the prompt investigation, and response. Reports are handled confidentially and in compliance with legal requirements.

CONSEQUENCES FOR SAFEGUARDING VIOLATIONS

Safeguarding violations are taken seriously and may result in disciplinary actions, including but not limited to warning, suspension, or termination of employment or contracts. Legal consequences may also apply.

COMMUNICATION:

We communicate our commitment to safeguarding to all employees, stakeholders, and partners and encourage open dialogue on safeguarding matters.

REVIEW:

This policy is subject to periodic review to ensure its continued relevance and effectiveness in safeguarding. Any necessary updates will be made to align with changing safeguarding standards and requirements.