

## **Policy against Human Trafficking and Slavery**

This Policy outlines the efforts Deki will make to seek to eradicate human trafficking and slavery from our supply chains. Deki opposes any use of slavery or human trafficking in the manufacture and distribution of our products and fully supports the promotion of ethical and lawful business practices within our workplace. Deki will not tolerate or condone any form or practice that constitutes human trafficking or slavery in any part of our organization. This policy is compliance to the Constitution of India which prohibits trafficking in human being, begar and other similar forms of forced labour and guarantees that no person shall be deprived of his life or personal liberty except according to the procedure established by laws and the United Nation Convention on the subject.

Deki's suppliers are an important part of our success and our culture. We expect each of these business partners to conduct their business with the same commitment to ethical business practices as Deki. The workplace practices that we expect from our suppliers include:

- Suppliers are not to use slave labor, illegal child labor or forced labor.
- Suppliers will ensure that the overall terms of employment are voluntary.
- Suppliers shall follow all local applicable laws pertaining to minimum age requirements, wages, overtime and benefits.
- Suppliers shall follow all local applicable laws pertaining to the number of hours worked in a seven (7) day week.
- Suppliers will periodically certify that they conform to the expectations described above and that all materials incorporated into their products comply with the laws regarding human trafficking and slavery of the country or countries in which they are doing business.

Suppliers must be able to demonstrate compliance with this Policy at the request and satisfaction of Deki. Deki will conduct internal verification of product supply chains to evaluate and address risks of human trafficking and slavery.

Deki will maintain internal accountability standards and procedures for employees or contractors failing to meet company standards regarding slavery and human trafficking. Deki will promptly and thoroughly investigate any claim or indication that a supplier is engaging in human trafficking or slave labor. If a supplier to Deki is found in violation of this policy, Deki will take prompt, remedial measures to address the violation.

Deki will provide ongoing training to its employees (including those who have direct responsibility for supply chain management) on the laws and Deki's policy against human trafficking and slavery.

Deki will distribute a revised document as and when deemed necessary or appropriate in accordance with its internal/external compliance and as in accordance within its statutory obligations.

**Sd/  
Vinod Sharma  
Managing Director  
16.01.2017**