



COLOR PRESS PAKISTAN PRIVATE LIMITED
PREVENTION OF FORCED LABOR POLICY

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- **Policy:** The practices at **COLOR PRESS PAKISTAN (PVT) LTD** Prohibit all relevant individual from coercing employees or limit employees' freedom of movement.
- All workers at **COLOR PRESS PAKISTAN (PVT) LTD** have a contract of employment detailing their rights and obligations as well as notice and grievance procedures.
- All workers have a right to voluntarily leave their employment after reasonable notice and their dues are paid according to procedure without any obligations.
- At **COLOR PRESS PAKISTAN (PVT) LTD** the payment of wages to permanent, contractual or daily wagers is issued directly to employees.
- The workers employed have freedom of movement without any restriction and no security guards will restrict their movement nor doors are closed or locked during working hours, and they are not confined in any place.
- **COLOR PRESS PAKISTAN (PVT) LTD** has a clear policy for wages and deductions as only mandatory deductions like EOBI & SESSI fixed amount is deducted from salary of the workers on monthly basis which are returned to the employee at the time of leaving the factory. No other deposits are taken from workers which subject to mandatory for employment.
- **COLOR PRESS PAKISTAN (PVT) LTD** has a clear policy for their workers to provide mandatory PPEs without any charges taken from workers. No such deposits are made by the company for these mandatory PPEs.
- If imprisoned labor is hired, **COLOR PRESS PAKISTAN** Management makes sure first that those prisoners are working voluntarily. Then it is make sure that working is under the control of the legal authority and Pay and hours meet the law.
- In case if any worker feels that his/her department head is asking to work forcefully, he/she informs the Management Representative in writing via Suggestion Box or Verbally.