

Sara Suole Pvt. Ltd. (Shoe A) is committed to implement ethical employment and business practices as outlined in the Code of Ethical Business Conduct. Sara Suole Pvt. Ltd. (Shoe A) confirms adherence to the requirements of the SA 8000 standard and also to applicable national and international laws.

Our Principles:

Sara Suole Pvt. Ltd. (Shoe A) will continuously identify, assess, manage and improve the elements of our operation that impact on social accountability. In line with sound business practice, we will:

- Conduct our business with fairness, honesty, integrity and respect for the interests of our stakeholders.
- Comply with the laws and regulations within the countries in which we operate.
- Prevent the use of child labour and forced labour, improve health and safety, support freedom of association, prevent discrimination, implement performance management and manage compensation and working hours.
- Implement a management system that establishes responsibilities, supporting policies, monitoring methods and a review process of our performance.
- Provide awareness training on social accountability and where required job specific training for employees.
- Encourage suppliers and contractors to support our principles and commitment on social accountability and introduce programmes aimed at supporting these principles.



C-TPAT Policy



Sara Suole Pvt. Ltd., its executives, management, employees, business partners and other policy-makers commit to participate in the Customs -Trade Partnership Against Terrorism "C-TPAT" program , and to implement, follow, and maintain procedures, and practices consistent with the C-TPAT Security Criteria enforced by CBP. As participants in the C-TPAT program, it is the policy of Sara Suole Pvt. Ltd. to:

- Implement, follow, and maintain procedures and practices that are consistent with the C-TPAT Security Criteria.
- Ensure to protect our supply chain from Criminal activities such as drug trafficking, terrorism, human smuggling and illegal contraband.
- Comply with CBP requirements to ensure the integrity at each stage of our supply chain. • Cooperate with the C-TPAT validation and re-validation process.
- Meet the recommended business and security practices.
- Assist in the worldwide campaign to stop terrorism.
- Provide security guidelines and training for Sara Suole Pvt. Ltd. employees, contractors, service providers, and others associated with the company.
- Provide a safe environment for our employees, customers, vendors, and other visitors. • Investigate any situation or significant event which may be related to a breach in security or any C-TPAT criteria, and notify the proper authorities.
- Review, revise, and update security practices and procedures on a regular basis, or as needed.
- Update information in the C-TPAT Security policy periodically or more often as needed.

C-TPAT impacts nearly every department within our organization as well as outside entities of business and its operating areas . Security is everyone 's responsibility . All Sara Suole Pvt. Ltd. employees , contractors , service providers , visitors , and others are expected to comply with the C-TPAT Security Criteria as well as any policies, procedures, and instructions issued by Sara Suole Pvt. Ltd.

For SARA SUOLE PVT. LTD.