



## **Social Accountability 8000 Policy Statement**

### **INTRODUCTION**

Pollard Banknote is committed to a work atmosphere that upholds the respect and dignity of individuals. We believe everyone has the right to work in a professional environment where the principles of the Social Accountability 8000 (SA8000) standard are in harmony with company values.

### **PURPOSE**

To provide guiding principles for Pollard Banknote to demonstrate leadership in social accountability and effectively manage social issues that have capacity to negatively impact our stakeholders.

### **POLICY STATEMENT**

Pollard Banknote is committed to the establishment and maintenance of the social accountability system and will conform to the principles of the SA8000 standard. In addition, Pollard Banknote and its suppliers, sub-contractors, private employment agencies, and sub-suppliers will comply with our company policies, national and international laws and regulations, and respect the core elements of SA8000 including:

#### **Child Labor**

Pollard Banknote does not engage in or support the use of child labor, and is committed to the prevention of child labor in accordance with ILO C138 Article 2.

#### **Forced and Compulsory Labor**

Pollard Banknote does not engage in or support the use of forced or compulsory labor as defined in ILO C29 Article 2. No personnel will be required to pay 'deposits' or store original identification papers with the company upon commencing employment. We ensure that forced or compulsory labor is not used in the supply of our materials, and that terms of employment are voluntary.

#### **Health and Safety**

Pollard Banknote is determined to promote safe and healthy working conditions and behavior within the company. We shall take effective steps to prevent potential accidents and injury to workers. We are committed to the requirements of ILO C155 Articles 16-21, ILO R164, and ILO R175.

#### **Freedom of Association & Right to Collective Bargaining**

Pollard Banknote is committed to provide employees the right to form, join, and organize trade union(s) of their choice and to bargain collectively on their behalf with the company. Pollard is committed to the requirements of ILO C87, ILO C98, and ILO C135 Article 1.

#### **Discrimination**

Pollard is an equal opportunity employer. It is company policy to comply with all pertinent local, state and federal rules and regulations governing fair employment. The Company is committed to a policy of equal employment opportunity for all persons regardless of race, color, religion, sex, national origin, age, veteran or marital status, physical or mental disability or any other protected classification as required by Federal, State or Local Law.

#### **Disciplinary Practice**

Pollard Banknote does not permit use of corporal punishment, mental or physical coercion or any verbal abuse. No harsh or inhuman treatment is practiced or encouraged. Principles of Natural Justice and certified standing orders are followed in this regard.

#### **Working Hours**

Pollard Banknote is committed to comply with applicable laws and industry standards on working hours and public holidays. In addition, we comply with overtime compensation requirements.

#### **Remuneration**

Pollard Banknote is committed to respect the right of personnel to a living wage and ensures that wages paid for normal work always meet at least legal or industry minimum standards and are sufficient to meet the basic needs of personnel and to provide some discretionary income.

We will strive to continually improve the ways in which we promote, communicate, and manage our social accountability obligations with our employees, clients, suppliers, sub-contractors, and the wider communities in which we operate. We will ensure that this policy is reviewed periodically, and is communicated to, and accessible by all; workers, suppliers, sub-contractors, and the public. We will not knowingly conduct business with clients, suppliers, or sub-contractors that fail to comply with the requirements of SA8000, and hence, undermine our standards, damage our reputation, and/or threaten our commercial success.