



TARO PLAST GROUP HUMAN RIGHTS POLICY

Code:	Q031 – Human Rights Policy
Revision:	01
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TARO PLAST is a company that operates in compliance with its Codes of Conduct, such as the Code of Ethics, and “Quality, Health and Safety, Environment and Policy”. TARO PLAST is committed to respecting the Universal Declaration of Human Rights and the International Labor Organization’s Declaration on Fundamental Principles and Rights at Work in compliance with the legislation in force applicable to all the territories in which it carries out its business.

Human rights are rights and freedoms that must be guaranteed to all people in all countries and territories. They protect the dignity of every human being.

The aspects of human rights that are most relevant to TARO PLAST are addressed in the following sections:

PROHIBITION OF DISCRIMINATION

TARO PLAST does not tolerate discrimination or harassment of any kind and is committed to ensure non-discrimination based on any ground such as race, color, gender (also for childcare/ family responsibility leaves), ethnicity and national origin, gender identity and expression, sexual orientation, age, religion, health condition, disability, pregnancy, marital status, union membership and political orientation. Every employee is valued and respected. Equal opportunity is key to our company.

PROHIBITION OF CHILD LABOR

TARO PLAST strictly rejects any form of child labor and pursues a zero-tolerance strategy on this issue. The minimum age for work is respected for each position, as employees, professionals or apprenticeships or traineeships for young people and students. All workers are at least 18 years old.

PROHIBITION OF FORCED LABOR, RESPONSIBLE RECRUITMENT AND WORKING CONDITIONS

TARO PLAST rejects any form of slavery, forced labor, corporal punishment, threats to employees and human trafficking and pursues a zero-tolerance strategy on this issue.

TARO PLAST provides free employment to all workers according to the Employer Pays Principle “No worker should pay for a job. The costs of recruitment should be borne not by the worker but by the employer”. In case of deviation from the above definition, the company will reimburse the costs to the employee within a reasonable period of time.

Employment relationships at TARO PLAST are always on a voluntary basis. Employees have the option to terminate their employment relationship at any time under the agreed or statutory conditions.

TARO PLAST pays appropriate wages and complies with living wage requirements.

TARO PLAST complies with globally applicable conventions and legal requirements on working hours, break times and rest periods.

PROPERTY RIGHTS

TARO PLAST organizes its own business activities so that the land rights, culture, customs and religion of all people are respected and are not impaired.

EMPLOYEE PARTICIPATION, FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

TARO PLAST respects the rights of employees to participate in company matters. We recognize the fundamental right of all employees to form employee representative bodies or other constitutionally recognized associations (e.g. trade unions) freely. TARO PLAST is committed to working together with employee representatives openly in a relationship based on trust, to engage in a constructive dialogue and strive for a fair balance of interests with the collective bargaining signed by both parties.

TARO PLAST is committed to respect the rights of employees and their representative bodies.

TARO PLAST requires its Suppliers, who are essential for the Company’s development, to adopt the same conduct for issues such as human rights, occupational health and safety, environmental protection and the fight against corruption, social development and shared values, and their transfer to the supply chain.