

FORCED LABOUR POLICY

Zip Industries Ltd shall not engage or support for forced labour practice.

Zip Industries Ltd does not insist employees to lodge any identity papers such as original age proof certificate, passport, educational qualification certificate or depositing money upon commencing employment with the Company. The Company does not support large and long running loans with the intention of compelling the employees to keep working.

Workers will not be forced to do overtime and work on holidays without their consent.

Place : Chengalpattu

Signed