

## **Social Accountability Policy**

The Social Accountability Policy of HJS Condiments is to,  
Provide & Maintain Safe and Fair Work Environment to all its Employees  
and Non-Company Personnel, Within the Company's Scope of Control  
and Influence Through;

- In line with SA 8000:2014 standard, applicable national laws, other applicable laws, regulations, social accountability requirements of its valued business partners and related international instruments.
- Concern of employee well being, ethical practices and social Accountability is an integrate part of HJS's organizational culture and HJS shall rigorously enforce best practices in respect of the same.
- Continual improvement of the Social Accountability Management System.

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Director/CEO

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Date