



Social Compliance Management Process for Manufacturing at REZ1 CONSTRUCTION

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Objective:

The Social Compliance Management Process at the manufacturing level for REZ1 CONSTRUCTION is designed to ensure that our suppliers adhere to ethical and socially responsible practices in their operations. This process aims to uphold human rights, fair labor practices, and safe working conditions throughout our supply chain.

1. **Policy Development:** a. Develop a comprehensive Social Compliance Policy that outlines our commitment to ethical and socially responsible practices in manufacturing. b. Align the policy with international standards such as the Ethical Trading Initiative (ETI) Base Code and the International Labour Organization (ILO) conventions.
2. **Supplier Assessment and Selection:** a. Establish a rigorous supplier assessment process that includes social compliance criteria. b. Prioritize suppliers with recognized certifications or adherence to international labor and human rights standards.
3. **Supplier Training and Onboarding:** a. Provide training sessions to new and existing suppliers on our Social Compliance Policy and expectations. b. Clearly communicate our commitment to zero tolerance for child labor, forced labor, discrimination, and unsafe working conditions.
4. **Regular Audits and Assessments:** a. Conduct regular social compliance audits at manufacturing facilities, including announced and unannounced visits. b. Use third-party auditors or internal teams trained in social compliance to ensure impartial and thorough assessments.
5. **Corrective Action Plans:** a. Establish a transparent process for addressing non-compliance issues identified during audits. b. Collaborate with suppliers to develop and implement corrective action plans, setting realistic timelines for improvements.
6. **Continuous Monitoring:** a. Implement a system for ongoing monitoring of supplier performance in social compliance. b. Utilize key performance indicators (KPIs) to track progress and identify areas for improvement.
7. **Capacity Building and Support:** a. Provide resources and support to suppliers for capacity building in social compliance. b. Encourage the adoption of best practices through knowledge-sharing initiatives.
8. **Worker Engagement:** a. Promote open communication channels for workers to express concerns and grievances. b. Encourage the establishment of worker committees or representatives to facilitate dialogue between employees and management.

9. **Transparency and Reporting:** a. Publish an annual social compliance report highlighting the performance of suppliers. b. Share successes, challenges, and improvement plans with stakeholders, fostering transparency and accountability.
10. **Continuous Improvement:** a. Regularly review and update the Social Compliance Management Process to align with evolving standards and best practices. b. Seek feedback from suppliers, workers, and other stakeholders to enhance the effectiveness of the process.

By implementing this Social Compliance Management Process, REZ1 CONSTRUCTION aims to ensure that our manufacturing partners uphold the highest standards of ethical and social responsibility, contributing to a fair and sustainable supply chain.