

Management's Outlook towards Human Rights

“Socially Responsible Conduct”

The organization understands and agrees that respect for Human Rights plays an important role for socially responsible conduct of businesses. We observe human rights by being an equal opportunity employer, by not discriminating on basis of religion, caste, social status, region, nationality or sex, and by not encouraging and employing child and forced labour. We have an established equal opportunity policy, employment policy and policy prohibiting discrimination and harassment. We will formulate and implement policies for conduct of Human Rights in context with investment and procurement practices, nondiscrimination, freedom of association and collective bargaining and child, forced and compulsory labour. The organization aims to enforce these policies by year 2015.

The management is committed to pro actively uphold Human Rights in letter and spirit, in all activities, big and small.



Cotton harvesting at farmers field

Human Rights Performance Measures

Investment and Procurement Practices

At JISL we aim to include Human Rights clauses to screen investment decisions as well as implement formal structure on screening suppliers and contractors on the basis of Human Rights. JISL, however, makes full effort to ensure that if any discrepancy is brought to its notice, immediate steps are taken to address those issues including demand of a formal explanation irrespective of the formal arrangement with the party.

Nondiscrimination

We are an equal opportunity employer and do not discriminate on the basis of gender, race, colour, language, caste, religion or political opinion, national or social origin, property or birth or other status in employee recruitment or compensation. There has been no reported incident at JISL of any such discrimination. Employees at JISL are encouraged and guided to develop a sense of camaraderie. Organization has an open door policy and any associate desirous of reporting any such grievances is provided access to the top management.

Freedom of Association and Collective Bargaining

Organization has an open door and pro-active policy and any associate desirous of addressing his grievances is entertained and is free to approach even the Chairman.

Child Labour, Forced and Compulsory Labour

JISL does not employ or encourage child labour. At JISL each associate is screened for age and informed of the policies at JISL during induction. There has not been any reported incident and JISL is committed to making sure that none of its operations would ever directly or indirectly employ forced labour.

“The management at JISL would continue to be proactive when it comes to prevention of Human Rights violation in all and every aspect of operations at JISL”