Splendid Culture Corporate Social Responsibility Policy

At Splendid culture, we are committed to providing print and packaging services to meet or exceed all related national and local laws and regulations as well as industry standards for the well being of our employees, environment, communities as well as our business partners. Below are the cores of our CSR Policy;

Health and Safety

We are committed to making the working environment at Splendid Culture safe and hygienic. For employees who elect to work in necessarily less comfortable environments, we provide training and protective clothing.

We provide training on industrial safety and fire prevention for all new employees. All employees must complete this training before commencing work. Splendid culture monitors and records all training activities.

Splendid culture maintains an accident reporting system and immediately takes necessary steps to correct potential issues. We provide dormitory accommodation for employees. Dormitories have free drinking water, hot-water showers and recreation facilities. All rooms are well lit and ventilated. Toilets and bathrooms are cleaned regularly. These facilities are monitored regularly to ensure cleanliness.

Query Handling & Corrective Action

If an employee has a question or concern regarding any action or regulation of the company which he or she believes does not comply with government laws or regulations, the company will fully investigate and provide feedback. If the concern is found to have merit, action will be taken to remedy the situation.

We will provide adequate resources to correct any instance of non-compliance against our Ethical Policy.

Child Labor

We do not hire anyone under the age of 18. All applicants must have an official identification document verifying that they are 18 or older.

Forced Labor

The Company neither recruits nor condones any form of forced/imprisoned labor including modern slavery. We have established procedure to eliminate slavery and human trafficking within our recruitment practice, and have communicate our policy to our supply chain partners through questionnaire and during site visit.

Discrimination

We do not discriminate in hiring, salaries, benefits, advancement, termination or retirement on the basis of gender, race, religion, age, sexual orientation or ethnic origin.

Working Hours

Splendid Culture’s working hours comply with local regulations, which require that employees must have one full day off every week.

Remuneration

Splendid Culture's minimum wage meets or exceeds standards set by local government. All wages and benefits are calculated and paid in accordance with any applicable laws or regulations.

Environmental Policy

Splendid Culture is committed to protect the earth's environment, implement clean production, and develop green culture.

We promise to improve environment continually and strive to prevent the occurrence of pollution; to comply with related environmental laws or rules, and other applicable regulations and standards; to establish periodically environmental improvement targets, based on the requirements of law or rule, the existing environmental conditions and the requirements of trade partners; to propagate company's environmental policy to all employees through training and education; to encourage the use of papers with Chain-of-custody certification; to use energy efficiently in order to reduce carbon footprint; to use raw materials with no or less GHG and VOC contents.

Business Integrity

We operate our business in highest integrity standard and will not tolerate any misconduct or bribery activities. We only choose business partner on the ground that it will bring value to both of us.

Whistle Blowing Policy

All employees are encouraged to report genuine concerns about unethical behavior, malpractices including improprieties in financial reporting or internal control, illegal acts or failure to comply with regulatory requirements. The purpose of this Policy is to outline the channel and the process so that employees can do so without fear of reprisal when they act in good faith reporting such concerns.

Only genuine concerns should be reported under Whistle Blowing procedures. This report should be made in good faith with a reasonable belief that the information and any allegation in it are substantially true.

Procedure has setup for employees to report allegations to the CEO or Independent Board Committee by mail fore-mail.

The written report of the conclusion of all cases shall be filed as an official record by the Company Secretary in strict confidence. The written report of the conclusion of all cases shall be made available upon request by any member of the Audit Committee.