

Code of conduct

Introduction

The code of conduct is not all encompassing but formulates minimum requirement of behavior. To drive the practical development of the business code of conduct, a set of directives are published which are applicable to everyone working at Kirama.

Employees & Working Environment

We value employees as one of foundation pillars of our organization. We have created a good working environment to provide ease and comfort to all employees at all branches of Kirama. We encourage talent and focus on developing interpersonal skills by continuing educating our staff. We provide all of our staff with free medical, free food, free uniform and we have a policy for employees to withdraw unearned salary in advance (at zero interest) every month. Employees are free to practice this option as many time as they please.

Child and forced labor

Child labor is strictly prohibited at all branches of Kirama. No forced, bonded, trafficked or otherwise involuntary labor is ever used at all. We provide equal rights to all workers and they are free to take decision of working with us.

Health and safety

We have always done whatever seems reasonable and practicable to protect health and promote safety at workplace. We conduct regular medical test for all workers in our factories. And we take precaution for any contagious viruses.

TNT: In September 2011, when dengue virus attacked entire Pakistan. We took initiative of spraying our factory with mosquitos repelling sprays every six days.

Discrimination

We have people of different religions, genders, age and ethnicity. We do not tolerate any kind of discrimination at workplace. All employees are treated equally. The only criteria that distinguish one from another is their fairly monitored performance at work.

Entertainment and refreshments

We provide absolutely free food, tea and other perks twice in a day to all employees and anyone within premises during food breaks. We also arrange trips every year to different destinations in Pakistan for eliminating the boredom and giving a new energy burst to our workers.

This document should help employees to act ethically by trying to understand the ethical values we practice at Kirama. As we have kept this version short, simple and direct by covering maximum that we could you may request for a detailed version by writing at kirama@mail.com