

# Practising Partnership!



PARTNERSHIPS IN PRACTICE

## Working Hours Policy

We, Tega Industries Limited, committed to ensure that company's normal working hours do not exceed 48 hours per week and overtime hours do not exceed 12 hours per week, with the relevant periods of rest.

We are also committed to comply with the Local, National and all other applicable laws, regulations, prevailing industry standards and other requirements relating to working hours and holiday entitlements, to which our company subscribes.

We will show our utmost regard to the applicable international instruments relating to working hours, as listed in 'Normative Elements and Their Interpretation' in the SA 8000:2014 International Standard.

We will communicate this policy by various effective ways within the company as well as among the interested parties.

**Date: June 5, 2024**

**Manoj Kumar Sinha  
(Director - Operations)  
Tega Industries Ltd.**