



HUMAN RIGHTS POLICY

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July 15, 2022	July 15, 2022	Original
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Corporate Identity Number: L24100GJ2007PLC051093

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HUMAN RIGHTS POLICY - ACUTAAS CHEMICALS LIMITED

HUMAN RIGHTS POLICY

At Acutaas Chemicals Limited (Acutaas Chemicals), our employees attribute immensely to our growth and success, thus, it is imperative to nurture an environment that empowers and uplifts them. We strive to create a culture of respect and care where the dignity of our people is upheld across all levels. We believe that business can only flourish in societies where human rights are protected and respected. We recognise that business has the responsibility to respect human rights and the ability to contribute to positive human rights impacts. We recognise the valuable role that business can play in the longer-term protection of human rights. This policy was operational as approved by management and it has been revised and formally adopted by the Board of Directors on July 15, 2022.

Commitment

This policy is intended to express At Acutaas Chemicals commitment to do business with ethical values and embrace practices that supports human rights, and labor laws on a continuous basis. Our commitment entails respecting human rights and seeking to avoid involvement in human rights abuses, identifying, assessing and minimising potential human rights violation through due diligence and management of issues, and resolving grievances from affected stakeholders effectively. This policy is intended to express At Acutaas Chemicals' commitment to do business with ethical values and embrace practices that supports human rights, and labor laws on a continuous basis.

Scope and Applicability

This Policy applies to all Acutaas Chemicals employees (Full time, Part time, Sub contractors working in our site) including subsidiaries and Joint Ventures globally. This policy may also be extended to the suppliers and business partners. All our policies related to Human Rights are guided by United Nations Guiding Principles on Business and Human Rights. We define policies across our entire business operations as well as with our partners and suppliers, such that there is no infringement of the human rights of others and adverse human rights impacts are addressed. Our commitment to respect human rights of individuals and communities at large is reflected in our complete business operations and is integrated in our company policies and processes.

Legal Compliances and Standards

We at Acutaas Chemicals strive to maintain positively legal compliances with applicable regulatory human rights requirements and conforming to the Industry standards for labour and human rights implementation. We are Social Accountability Standards, SA 8000 certified Company. The SA 8000 code of practice for companies comprises below clauses:

- Child Labour
- Forced and Compulsory Labour
- Health and Safety
- Freedom of Association and Right to Collective Bargaining
- Discrimination
- Disciplinary Practices
- Working Hours

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- Remuneration
- Management Systems

Equal opportunity and non-discrimination

We respect every individual and do not discriminate on the basis of race, color, religion, creed, gender, age, social status, physical or mental disability or sexual orientation. We are committed to building a culture in which all employees, including potential candidates can compete in a fair, open and transparent environment. Merit in qualification, performance and capability form the sole criteria for selection. It is Acutaas Chemicals' constant endeavor to ensure there is no discrimination in respect of employment and occupation. Wages, hours of work and social benefits, are based on local laws and regulations as well as prevailing market standards and practices. We provide equal opportunities to all our employees and all qualified applicants for employment without regard to their race, caste, religion, colour, ancestry, marital status, sex, age, nationality and different ability status.

Anti-Harassment

We treat all employees with respect and provide a work environment free from all forms of harassment, whether physical, verbal or psychological. This includes behavior/action directed towards third parties during the course of conducting Acutaas Chemicals business. Employees have the right to freedom of opinion and expression. We are committed to provide a work environment that is free of all kinds of harassment or any other inappropriate disrespectful conduct. We have institutionalized POSH (Prevention of Sexual Harassment at the Workplace) policy and have formulated an Internal Complaint Committee to address such incidents as and when reported.

Diversity and Inclusion

We are committed towards building a diverse talent pool that brings together unique perspectives, backgrounds, and experiences. We foster an inclusive workplace culture where differences are valued and expressed freely, where employees have the support needed to learn and collaborate.

Safe and healthy workplace

Achieving the highest standards of Health and Safety in the workplace is an integral part of our business activities. We strive to provide safe working conditions, where accidents are minimal, to all employees (permanent as well as contractual), vendors, suppliers, business associates and the communities around us. Our commitment to Environment, Health and Safety is set forth in our Code and we encourage employees to highlight any health/security hazards or concerns noticed within the workplace to the management. We have special focus on aspects such as women's safety, motherhood and associated special care and assistance, assistance to persons with disability, emergency response, medical assistance and preventive health & safety measures.

Working Hours

We aim to comply with applicable laws and industry standards on working hours. The normal workweek is as defined by law but shall not on a regular basis exceed 48 hours per week. Personnel are provided with at least one day off in every seven day period. Overtime work are also properly reimbursed.

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Fair Wages, equal remuneration and benefits

We provide fair and equal remuneration to all our employees without any discrimination as per their merit, experience and qualification. We are committed to ensure that we comply with the applicable wages, working hours, overtime and social security norms without any discrimination.

Career Management and Training

We strive to continually improving human rights performance by imparting new knowledge and learnings, conducting training from time to time and monitoring and reporting performances.

Prohibits child and forced labour

We prohibit any form of child labour and forced or compulsory labour, including bonded labour, slavery and human trafficking in our operations and value chain through ensuring compliance with minimum working age as per the applicable regulatory requirements.

Empowering Women through Rights, Skills and Opportunities

Women are integral to our business model and growth ambitions. We seek to manage and grow socially responsible businesses where women participate on an equal basis. We believe that women's rights and economic inclusion are priorities to win long-term. Our approach starts with the respect of the rights of women and extends to their promotion as well as helping to develop skills and open up opportunities, both in our own operations and our value chain.

Community Engagement

At Acutaas Chemicals, we actively undertake steps to reduce, prevent and mitigate the negative impact that our operations may have on the local communities in the regions we operate in. Further, we support community building initiatives across agriculture, education, health, women empowerment amongst others to support local communities in a manner that respects their rights and dignity.

Grievance mechanism

We believe that an empowered workforce is the best way to receive feedback and identify improvement areas. The grievance mechanism provide all employees, vendors, suppliers and customers an access to raise grievances and to report confidentially and anonymously, any breach of policies and procedures.

Remedy

We place importance on the provision of effective remedy wherever human rights impacts occur through company-based grievance mechanisms. We are committed to effectively identify and respond to human rights concerns within the organisation. We also promote the provision of effective grievance mechanisms by our suppliers.
