





Child Labor and Forced Labor Policy Ver 1.0

(w.e.f 16th August,2021)

| | Prepared & Reviewed By | Approved By |
|--------------------|-------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|
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| Date | 16.08.2021 | 16/08/2021 |



1. Introduction

Himadri Speciality Chemical Limited (referred to as "Himadri") is committed to the highest standards of ethical and responsible business conduct. We value human rights, respect for individuals, and adherence to legal and international labor standards. This Child Labor and Forced Labor Policy outlines our commitment to ensuring that child labor and forced labor are not tolerated within our operations or supply chain.

2. Policy Statement

a. Child Labor: The Company unequivocally opposes the use of child labor. We define child labor as any work carried out by individuals below the minimum working age as defined by Child Labor (Prohibition and Regulation) Act, 1986 mandated by Government of India and international standards. We are committed to ensuring that individuals below the legal working age are not employed by Himadri or our suppliers.

b. Forced Labor: Himadri condemns all forms of forced labor, including bonded labor, involuntary servitude, and human trafficking. We are committed to ensuring that all employment within our operations and supply chain is voluntary, and no worker is subjected to coercion or deception.

3. Compliance with Laws and Standards

a. Himadri is committed to complying with all applicable national and international labor laws and standards, including but not limited to the International Labour Organization's (ILO) conventions on child labor and forced labor.

b. We will also adhere to any specific regulations or guidelines related to child labor and forced labor in the regions where we operate.

4. Supplier Engagement



a. Himadri expects our suppliers and subcontractors to share our commitment to preventing child labor and forced labor. We will engage with them to ensure they adhere to these principles.

5. Risk Assessment

a. Himadri will conduct risk assessments to identify and mitigate the risk of child labor and forced labor within our supply chain. This includes evaluating geographic regions and industries where these risks may be higher.

6. Due Diligence

a. Himadri will conduct due diligence on suppliers and subcontractors to verify their compliance with this policy. This may include audits, assessments, and verification mechanisms.

7. Remediation and Corrective Actions

a. In the event of any non-compliance with this policy, Himadri will take appropriate corrective actions and remediation measures. These actions will aim to rectify violations and prevent their recurrence.

8. Reporting and Transparency

a. Himadri is committed to transparency and will report on efforts to combat child labor and forced labor in our publicly published reports. This may include disclosing findings, actions taken, and progress made.

9. Training and Awareness

a. Himadri will provide training and raise awareness among our employees, suppliers, and stakeholders about the importance of preventing child labor and forced labor.

10. Non-Retaliation

a. Himadri assures employees, suppliers, and stakeholders that they can report instances of child labor or forced labor without fear of retaliation.

11. Monitoring and Verification



a. Himadri will establish monitoring and verification mechanisms to ensure ongoing compliance with this policy.

12. Governance

a. Responsibility for overseeing the implementation of this policy rests with a designated committee within Himadri which included senior leaderships. This ensures accountability and regular policy review.

13. Continuous Improvement

a. Himadri acknowledges the need for ongoing improvement in policies, procedures, and practices related to preventing child labor and forced labor.

Conclusion

This Child Labor and Forced Labor Policy reflects the commitment of Himadri Speciality Chemical Limited to upholding the highest standards of ethical and responsible business conduct. We believe in the importance of protecting the rights and dignity of all individuals and will take all necessary steps to ensure that child labor and forced labor have no place in our operations or supply chain.

NB: Management reserves the right to exercise its discretion in special cases based on organization's discretion in special cases based on organizational values.

Explanation of the policy: HR department will be the sole authority to interpret the content of this policy.

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