





Himadri Speciality Chemical Ltd

Child Labour & Forced Labour Policy

Policy Version :2.0/2023

(w.e.f :1st November, 2023)

	Prepared & Reviewed By	Approved By
Name	Mr. Kunal Mukherjee	Mr. Anurag Choudhary
Designation	VP-HR	CMD & CEO
Signature		
Date	30.10.2023	31.10.2023



Purpose

At Himadri, we are committed to fostering a diverse, equitable, and inclusive workplace where every individual is respected, valued, and provided with equal opportunities. This policy outlines our commitment to embracing differences and ensuring that all employees are treated fairly, regardless of race, gender, ethnicity, age, sexual orientation, disability, religion, or any other characteristic protected by law.

Scope

This policy applies to all Himadri facilities, including manufacturing plants and corporate offices & subsidiaries. It covers employees, contract employees (third-party employees engaged on our premises), visitors, customers, and anyone affected by our business activities.

Organization and Responsibilities

Himadri considers safeguarding the individual Human rights are core management responsibility. Executives and line managers are directly responsible for Human rights matters within their operations. Organizations aims to contribute significantly to the eradication of child labor and support the rights and well-being of children worldwide, promoting a fairer and healthy global community.

Management is accountable for evaluating Child Labour and forced labour policy performance against objectives and establishing pathways for continuous improvement. We also encourage all contractors and value chain partner to adhere to the same Child & Forced labour policy that we uphold.

Our Beliefs

- Children are the future of our society
- Children welfare is top priority
- Forced labour is modern day slavery

Our Aims

- No child labour
- Zero incident of forced labour
- Zero abuse to people



Our Commitments

- Ensure zero incident of child and forced labour in all business activities and transactions across the value chain.
- 100% of Himadri employees to be trained in Child & Forced Labour perspective by the end of March 2026.
- Conduct risk assessments aligned with SA 8000 framework to identify and mitigate the risk of child labour and forced labour within our value chain. This includes evaluating geographic regions and industries where these risks may be higher.
- Conduct Human Rights due diligence audit across all our operations on annual basis.
- Establish internal and external direct/anonymous reporting channels (email, hotline, drop box etc.) to receive reports of Child and forced labour complaints and ensure it is 100 % remediation is delivered in line with whistle blower policy.
- Prevent and eradicate child and forced labour by implementing and enforcing rigorous policies, conducting thorough audits and ensuring compliance with international labour standards.
- Introduce Ethical Practices and transparency in system through reporting to comply with regulation.
- Support initiatives that offer educational and economic support to children and vulnerable populations in local communities.
- Conducting awareness program to eradicate child and forced labour in association with local authorities across our operations.

Governance

This policy is governed by the Sustainability (ESG) Council of Himadri under the supervision of the Sustainability (ESG) Committee at the Board level.

Policy Review

This policy will be reviewed every three years or as necessary if critical elements need modification.