




Himadri Speciality Chemical Ltd

Human Rights Policy

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	Prepared & Reviewed By	Approved By
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Signature		
Date	30.10.2023	31.10.2023.



Purpose

Himadri values its human resources, whether directly or indirectly associated with us, as key stakeholders in creating continuous/progressive value and achieving sustainable growth. In line with our aspirations, we are committed to manage internal operations and transactions across our value chain upholding with related timeless principles of the United Nations Global Compact (UNGC) and local regulations which comprehensively covers the prohibition of child labour, forced labour, modern slavery, human trafficking, anti-discrimination. Himadri being a direct/indirect employer univocally promotes International Labour organisation(ILO) declaration on fundamental principles and rights at work such as minimum/living wages, decent work place, Working hours, freedom of association, collective bargaining, career management and growth.

Himadri strives to provide a safe working environment and ensure the safety and wellbeing of all of its people. Furthermore, we are committed to promoting a diverse and inclusive workplace where all employees and workers feel engaged and encouraged equitably to achieve their maximum potential.

Scope

This policy applies to all Himadri facilities, including manufacturing plants, 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. Management is accountable for evaluating Human Rights performance against objectives and establishing pathways for continuous improvement. We also encourage all contractors and value chain partner to adhere to the same Human rights standards that we uphold.

Our Beliefs

- Respecting and preserving human rights delivers of sustainable growth
- Dignity is fundamental human rights
- Best talent pool is valued asset of organisation



Our Aims

- Zero violation on human rights
- Zero Discrimination at work place
- Zero abuse to people

Our Commitments

- Implement a Social accountability management system aligned with SA 8000 by 2025 across all operational sites.
- Provide awareness and training on human right polices and standards to 100% of employees and workers, including contractual staff, by 2026.
- 100% Promotion of Equal Opportunity across all locations through awareness sessions by March 2026.
- Establish internal and external reporting channels, including a third-party phone hotline to receive reports of misconduct or noncompliance. The hotline (1-800-123-8390) is available to use by Himadri employee's & external parties. And ensure it is 100 % remediation is delivered through whistle blower policy.
- Conduct Human Rights due diligence audit across all our operations on annual basis.
- Oppose the use of, and will not tolerate, forced or compulsory labour and/ or human trafficking in our business, or in our value chain.
- Oppose the use of, and will not tolerate, child labour in our business, or in our value chain.
- Ensure that workers do not exceed reasonable working hours to ensure their physical and mental health and safety. We are committed to respect local regulations on working hours in area which we operate.
- compliant with all the relevant and applicable Central and State labour laws, rules and regulations and ensure that our employees and business partners are fairly and reasonably paid,
- Remuneration structure is compliant with statutory obligations of the jurisdictions in which we operate.
- Support voluntary freedom of association and right to form and join trade unions and to bargain collectively. We are committed to good faith collaboration with employee representatives.
- Commit not to engage with security forces to vigil workforce with/without weapons and prevent harm to people.
- Commit to treat all employees with respect and dignity and judge solely on their performance irrespective of their race, religion, caste, gender, sexual orientation, age, or special abilities.



- Each manufacturing facility will have an appointed HR representative to look after the implementation all the policies related to human rights.

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.