



Himadri Speciality Chemical Ltd

CIN: L27106WB1987PLC042756

LABOUR PRACTICES PROGRAMS MANUAL

Version	Revision/Review Date	Approved By	Date Approved
Adopted on	-	ESG Council	16.09.2026

Purpose

At Himadri, we recognize that fair labor practices are fundamental to sustainable growth and employee wellbeing. This program outlines our commitments to adequate wages, decent working hours, equal remuneration, social protection, paid leave, and workers' representation. Our approach is aligned with International Labour Organization (ILO) conventions and national regulations, ensuring transparency, fairness, and respect across our operations and value chain.

Scope

This program applies to all employees, contract workers, suppliers, and partners across Himadri's operations and subsidiaries.

Program Components

- **Living Wage Commitment**
 - All employees are paid at or above living wage benchmarks determined through cost-of-living assessments covering food, housing, clothing, healthcare, and education.
 - Supplier audits ensure that upstream partners also comply with living wage standards.
- **Decent Working Hours & Overtime Management**
 - Standard working hours are monitored to prevent excessive overtime.
 - Overtime is compensated fairly in line with ILO standards and national laws.
 - Digital tracking systems are used to ensure compliance across sites.
- **Equal Remuneration & Gender Pay Gap Monitoring**
 - Annual gender pay gap audits are conducted to ensure equal pay for equal work.
 - Corrective actions, including salary adjustments and transparent reporting, are implemented where gaps are identified.
- **Social Protection Programs**
 - Benefits extend beyond statutory requirements, covering medical care, maternity, old-age, survivors' benefits, and unemployment support.
 - Employees are enrolled in comprehensive insurance and welfare schemes to safeguard against occupational risks.
- **Paid Annual Leave**
 - Employees are entitled to paid leave with full social protection coverage.

- Leave policies are standardized across all business units and monitored for compliance.
- **Workers' Representation & Engagement**
 - Trade unions and elected representatives are recognized and supported.
 - Regular dialogue forums and grievance mechanisms are established to ensure employee voices are heard.
- **Training & Reskilling for Industrial and Climate Transition**
 - Employees are provided with training to adapt to automation, artificial intelligence, and decarbonization initiatives.
 - Reskilling programs are designed to prevent job loss and skill redundancy during industrial transitions.

Monitoring & Reporting

- Annual audits of wage, working hours, and remuneration practices.
- Transparent reporting of gender pay gap results and corrective actions.
- Disclosure of social protection coverage and training participation in sustainability reports.

Governance

These programs are governed by the Sustainability (ESG) Council of Himadri under the supervision of the Sustainability (ESG) Committee at the Board level.

Dated: 16.09.2026

Sd/-
Anurag Choudhary
Chairman-cum-Managing
Director & CEO