



Himadri Speciality Chemical Ltd

CIN: L27106WB1987PLC042756

LABOR PRACTICES POLICY

Version	Revision/Review Date	Approved By	Date Approved
Adopted on	-	Board	16.09.2026

Purpose

Himadri is committed to upholding fundamental labor rights and ensuring fair treatment across its workforce and supply chain. This policy reflects our adherence to the UN Guiding Principles on Business and Human Rights, OECD Guidelines for Multinational Enterprises, and International Labour Organization (ILO) conventions.

We recognize that strong labor commitments are essential for promoting fair working conditions, reducing risks related to workforce dissatisfaction, and enhancing our social license to operate. Our commitments encompass living wages, working hours, equal remuneration, annual leave entitlement, and worker protection across own operations, contractors, and partners.

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, partners, customers, and anyone affected by our business activities.

Organization and Responsibilities

Safeguarding labor rights is a core management responsibility. Executives and line managers are accountable for compliance within their operations. Management is responsible for evaluating performance against objectives, implementing due diligence, and driving continuous improvement.

All employees, contractors, and partners are expected to respect and uphold Himadri's labor standards. Structured mechanisms for consultation and participation of workers and their representatives will be established to ensure meaningful engagement in labor practices.

Our Beliefs

- Fair labor practices are essential for sustainable growth.
- Dignity, equality, and respect are non-negotiable rights.
- Safe and decent work conditions foster productivity and trust.

Our Aims

- Zero violations of labor rights.
- Zero tolerance for excessive working hours.
- Zero discrimination in remuneration and workplace practices.

Our Commitments

Himadri commits to:

- **Living Wage:** Ensure wages meet or exceed living wage benchmarks, covering food, housing, healthcare, transportation, and education, excluding bonuses and overtime.
- **Working Hours:** Enforce maximum working hours in line with national laws and collective agreements; prohibit excessive working hours; ensure overtime is voluntary and fairly compensated.
- **Equal Remuneration:** Guarantee equal pay for equal work, aligned with ILO standards, and conduct regular gender pay gap assessments.
- **Annual Leave Entitlement:** Provide paid annual leave as defined by national laws and company standards, without impacting wages or benefits.
- **Notice Period Before Mass Termination:** Provide legally required advance notice before mass layoffs or terminations, allowing workers time to prepare or seek alternative employment.
- **Worker Protection:** Maintain safe and healthy workplaces, preventing occupational diseases and injuries through proactive risk assessments and training.
- **Supply Chain Standards:** Extend labor rights commitments to contractors and partners through supplier codes of conduct, contracts, and audits.
- **Grievance Mechanisms:** Maintain accessible channels for workers and representatives to raise concerns without fear of retaliation, ensuring 100% investigation and remediation.
- **Transparency:** Publicly disclose labor rights commitments, performance metrics, and progress in sustainability reporting.

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.

Dated: 16.09.2026

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