



## LABOUR & HUMAN RIGHTS POLICY

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### Purpose:

Piyanshu Chemicals Pvt. Ltd. is committed to conduct business with integrity, honesty and fairness. We respect and support the dignity, wellbeing and human rights of our employees, the communities we work in and everybody involved in our operations. The Human Rights and Labor Policy takes account of the interests of our various stakeholders, they include employees, suppliers, clients & all interested party.

Safety & Human rights of each employee is the first priority, PCPL compelled to

- Reduce occupational Safety incident to below 1% by 2026.
- Training to employee on Labour & Human rights issues within 2025 & training should be given almost 95%

### Scope:

Labour & Human Rights principles are the fundamental policy of PCPL's & PCPL belief that it should be abide by their customers, suppliers & others business partners.

### Responsibilities:

SHE coordinator is responsible for the implementation of the policy

### Policy:

The Human Rights and Labor Policy is developed in line with the principles of the United Nations Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, International labor laws, Piyanshu Chemicals Pvt. Ltd. is committed to comply with the Human Rights and Labor standards. We treat everybody with dignity, respect and fairness. We seek to identify adverse impacts related to human rights and labor caused by our business activities before they occur and take appropriate steps to avoid, cease, minimize or mitigate them.

We apply the following guiding principles.

### No forced labor, modern slavery or human trafficking

Piyanshu Chemicals Pvt. Ltd. does not tolerate any form of forced or involuntary labor and any form of (modern) slavery or human trafficking and is committed to prevent these practices in its operations.

### No child labor

Piyanshu Chemicals Pvt. Ltd. does not tolerate child labor and applies the national laws on the applicable statutory minimum age for workers. Piyanshu Chemicals Pvt. Ltd. is committed to prevent child labor in our operations.

### Freedom of association, the right to collective bargaining and employee representation

Piyanshu Chemicals Pvt. Ltd. respects the right of its employees to the freedom of association and collective bargaining.

| Date Of Issue | Prepared By<br>Priyanka Jajodia | Checked By<br>Sibabrata Majumdar | Approved By<br>Anshu Kejriwal |
|---------------|---------------------------------|----------------------------------|-------------------------------|
| 01.07.2023    | Priyanka Jajodia                | S. Majumdar                      | A. Kejriwal                   |





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### Work culture

Piyanshu Chemicals Pvt. Ltd. is committed to create a diverse and inclusive workplace that challenges and inspires its employees to build their careers and achieve their potential within the company.

Piyanshu Chemicals Pvt. Ltd. thrives to establish a work culture based on trust and recognition. We highly promote clear communications and are open to receive suggestions, ideas and criticism.

### No harassment and discrimination

Piyanshu Chemicals Pvt. Ltd. is committed to prevent undesirable conduct such as discrimination, harassment, bullying, intimidation and abuse of authority. Piyanshu Chemicals Pvt. Ltd. does not accept any discrimination described in its anti-discrimination & anti-harassment policy.

### Equal opportunities, talent development and diversity

Piyanshu Chemicals Pvt. Ltd. is committed to provide equal opportunities to all employees and workers, regardless of their race, color, religion, gender, age, disability, or other protected characteristics.

### Safety and health

We take care of the safety, security and health of everyone involved in our activities, including the communities we work in. Safety and health are a top most priority in everything we do.

### Labor conditions

Piyanshu Chemicals Pvt. Ltd. is committed that all employees work on the basis of a freely agreed, written employment contract with clear terms and conditions. Piyanshu Chemicals Pvt. Ltd. promotes fair employment practices in every aspect of its business and offers good and competitive terms of employment. We commit that our employees receive a living wage that covers their and their family's basic needs. We apply applicable national legal requirements and agreed industry standards regarding wages and working hours.

### Communities

We respect the rights of the communities where we work and are committed to being an active member of society.

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### Monitoring

- Monitoring of labour & human rights performance is key in order to manage and utilize our human resource.
- PCPL will monitor data & record the same.

### Reporting:

#### Annual Reporting:

Labour & human rights performance and approach is reported annually

#### External Reporting:

PCPL also completes an EcoVadis assessment annually.

### Review:

The content and robustness of implementation of this policy will be reviewed annually and revised accordingly

Adherence with the Human Rights and Labor Policy is essential in PCPL's day-to-day business. Piyanshu Chemicals Pvt. Ltd. expects associates avoid any behavior which constitutes a (potential) breach of the Human Rights and Labor Policy.

If you are an employee of Piyanshu Chemicals Pvt. Ltd. and you believe that anyone who is involved in the business of Piyanshu Chemicals Pvt. Ltd. is attempting to breach or has breached the Human Rights and Labor Policy, you are expected to report this to your (direct) manager or raise a Grievance.

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