

**CHEMCRUX ENTERPRISES LIMITED**  
**HUMAN RIGHTS POLICY**



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<b>Approved by</b>	Board of directors
<b>Date of approval</b>	13 <sup>th</sup> February 2024
<b>Version</b>	2

## **CHEMCRUX ENTERPRISES LIMITED – HUMAN RIGHTS POLICY**

### **HUMAN RIGHTS POLICY**

**(Adopted by the Board of Directors at the Meeting held on 13<sup>th</sup> February 2024)**

Chemcrux Enterprises Limited (CEL or “Company”) believes that business can only flourish in societies where human rights are protected and respected. We recognize that business has the responsibility to respect human rights and the ability to contribute to positive human rights impacts. We respect and support the dignity, well-being and human rights of all stakeholders.

#### **Objective**

- To recognize and acknowledge our commitment to human rights principles and standards.
- To ensure diversity, equity and inclusion within our organization.
- To ensure a workplace free of discrimination, where everyone brings their wholeselves to work.
- To ensure that no human rights violations of any sort can occur, knowingly or unknowingly, across the range of our operations and value chain.
- To ensure a workplace free from any form of sexual harassment.

#### **Scope & Applicability:**

The Policy is applicable to all our employees, business partners and other relevant parties. The Company expects its business partners and other relevant parties to treat their employees, and to interact with communities in ways that respect human rights and adheres to the spirit and intent of our Human Rights Policy.

#### **Legal Compliances and Standards**

The Company strives to maintain positively legal compliances with applicable regulatory human rights requirements and conforming to the industry standards for labour and human rights implementation.

#### **Equal opportunity and non-discrimination**

The Company encourages an inclusive work environment, wherein diversity is valued, and equal opportunities are available to all the employees and stakeholders. The Company follows applicable laws and regulations in the matter of deciding wages/salaries, hours of work and welfare measures. The Company endeavors that the work environment across its operations remain free from discrimination in any form.

#### **Harassment-free workplace**

The Company is committed in ensuring a workplace that is free from discrimination or harassment on the basis of race, sex, colour, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, political opinion or any other status protected by applicable law. The basis for recruitment, hiring, placement, development, training, compensation and advancement at the Company is qualifications, performance, skills and experience.

#### **Safe and healthy workplace**

The Company provides a healthy workplace and comply with applicable health laws and regulations, as well as internal requirements. It also provides and maintain a safe, healthy and productive workplace, in consultation with our employees, by addressing and remediating identified risks of accidents, injury and health impacts.

## **CHEMCRUX ENTERPRISES LIMITED – HUMAN RIGHTS POLICY**

### **Working Hours**

CEL shall comply with applicable laws and industry standards on working hours. The normal workweek shall be as defined by law but shall not on a regular basis exceed 48 hours per week. Personnel shall be provided with at least one day off in every seven-day period. Overtime work shall be properly reimbursed.

### **Career Management and Training**

CEL strives to continually improving human rights performance by imparting new knowledge and learnings, conducting training from time to time and monitoring and reporting performances.

### **Prohibits child labour and forced labour**

CEL prohibits engagement of Child Labour, Forced Labour and any form of human trafficking. The Company is committed to ensuring that no instance of Child or Forced Labour occurs in any of its operations and establishments.

### **Anti-Bribery and Anti-Corruption**

CEL is committed to operate the business conforming to the highest moral and ethical standards. Company emphasizes zero tolerance approach to bribery and corruption. The Company is committed to act professionally, fairly and with integrity in all its business dealings and relationships, and to implement and enforce adequate procedures to counter bribery and corruption. This includes compliance with all applicable laws, prohibiting improper payments, gifts and inducements of any kind to or from any person, including private and public officials, customers and suppliers.

### **Empowering Women through Rights, Skills and Opportunities**

Women are integral to our business model and growth ambitions. We seek to manage and grow socially responsible businesses where women participate on an equal basis. We believe that women's rights and economic inclusion are priorities to win long-term. Our approach starts with the respect of the rights of women and extends to their promotion as well as helping to develop skills.

### **Grievance mechanism**

The Company believes that an empowered workforce is the best way to receive feedback and identify improvement areas. The grievance mechanism provides all employees, vendors, suppliers and customers an access to raise grievances and to report confidentially and anonymously, any breach of policies and procedures.

### **Remedy**

We place importance on the provision of effective remedy wherever human rights impacts occur through company-based grievance mechanisms. We are committed to continue increasing the capacity of our management to effectively identify and respond to concerns. We also promote the provision of effective grievance mechanisms by our suppliers.

### **REVIEW AND AMENDMENT**

The policy document shall be approved by Board on the recommendations of the CSR & Sustainability Committee. The policy document shall be periodically reviewed on a need basis and

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any amendments made therein shall be reviewed by the CSR & Sustainability Committee and approved by Board.

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