



CHEMCRUX ENTERPRISES LIMITED – HUMAN RIGHTS POLICY

HUMAN RIGHTS POLICY STATEMENT

(Adopted by the Board of Directors at the Meeting held on February 27th, 2020)

We at Chemcrux Enterprises Limited (CEL) believe that business can only flourish in societies where human rights are protected and respected. We recognise that business has the responsibility to respect human rights and the ability to contribute to positive human rights impacts. We recognise the valuable role that business can play in the longer-term protection of human rights.

Commitment

This policy is intended to express CEL's commitment to do business with ethical values and embrace practices that supports human rights, and labor laws on a continuous basis.

Legal Compliances and Standards

We at CEL strive 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

We provide equal opportunities to all our employees and all qualified applicants for employment without regard to their race, caste, religion, colour, ancesatory, marital status, sex, age, nationality and different ability status. Merit in qualification, performance and capability form the sole criteria for selection

Harassment-free workplace

CEL treats all employees with respect and provides a work environment free from all forms of harassment, whether physical, verbal or psychological. This includes behavior/action directed towards third parties during the course of conducting CEL's business. Employees have the right to freedom of opinion and expression.

Safe and healthy workplace

CEL strives to institutionalize health and safety processes, with special focus on aspects such as women's safety, motherhood and associated special care and assistance, assistance to persons with disability, emergency response, medical assistance and preventive health & safety measures. Employees are encouraged to highlight concerns or health/security hazards to the management.

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.



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Personnel shall be provided with atleast one day off in every seven day period. Overtime work shall be properly reimbursed.

Career Management and Training

We strive 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 child labourers and forced or compulsory labour including bonded labour, slavery and human trafficking and the same is embodied in its policy.

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

We believe that an empowered workforce is the best way to receive feedback and identify improvement areas. The grievance mechanism provide 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.



Elita Kumar