

Employment Policies & Procedures

Date: 20th May, 2023

Policy Name : HUMAN RIGHTS POLICY

Version- 2

Balaji Amines Group recognizes the valuable role that business can play in the longer-term protection of human rights. The Group Companies are committed to respecting the human rights of our workforce, communities and those stakeholders who are connected with our operations wherever we do business including our contractors and suppliers, transporters, associates etc.

Our commitment entails respecting each stakeholders human rights and seeking to avoid involvement in human rights abuses, identifying, assessing and minimizing potential adverse impacts through due diligence and management of issues, and resolving grievances from affected stakeholders effectively from time to time.

Every Balaji Amines Group Company endeavors to achieve our commitment by:

- Maintaining positive legal compliance with applicable constitutional and regulatory human rights requirements and conforming to the Balaji Amines Group Sustainable Business Framework,
- Undertaking an iterative, due diligence process, the focus of which is identifying, assessing and managing potential risks and impacts in every sphere of our interaction in all endeavour.
- Aligning our existing policies, processes and activities with our commitment to respect human rights, including those that apply to labour practices, engagement with indigenous people; supply chain, and safety and security management.
- Promoting awareness of human rights with all stakeholders at various levels of our operations through training and communication and protecting all the time.
- Engaging with stakeholders in an inclusive, transparent and culturally appropriate manner on human rights concerns related to our direct or indirect business activities.
- Valuing diversity, equal opportunity and the need to consider the rights of vulnerable groups such as indigenous people, women, migrant workers and other minorities.
- Prohibiting all forms of harmful child labour, forced / trafficked labour, discrimination and harassment in entire Balaji Amines group and its associates.
- Prohibiting any contribution to armed conflict or human rights abuses in conflict-affected or high-risk areas
- Prohibiting interference in any way with the establishment, functioning or administration of workers' organizations or collective bargaining.



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- Respect the right of all workers to form and join a trade union of their choice without fear of intimidation or reprisal, in accordance with national law.
- Providing access to remedy by resolving grievances in a timely and culturally appropriate manner
- Influencing our contractors, suppliers and other organizations with whom Balaji Amines Group has a leverage to adopt our Sustainable Business Framework and to encourage and support the development of equivalent management systems.
- Developing goodwill, creating sustainable employment and stimulating economic opportunities in the communities that host our activities.
- Establishing clear Policy framework by assigning adequate resources and responsibilities for effective management of human rights risks; and Continually improving upholding human rights, performance by sharing good practices and learnings, reviewing and monitoring, reporting and disclosing performance with in the frame work and maintaining utmost respect for Upholding Human Rights of every Stakeholder.

This policy shall be reviewed periodically for its suitability and updated as necessary.

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