



C H E M I C A L S

Human Rights and Labour Practices Policy

We at JGCPL are committed to our employees, customers, future generations, and the communities where we live and work. This policy communicates our expectations with respect to human rights and labour practices and the high standard of conduct expected of our employees worldwide. This includes, but are not limited to, ethical and lawful practices concerning: discrimination, workplace health and safety, child labour and forced labour, human trafficking, and respect for indigenous rights

This policy applies to all employees including full time, part-time, and fixed-term employees; and contractors' workforce deployed within the premises of JGCPL, consultants, temporary workers and third-party vendors or consultants engaged on our behalf.

JGCPL respects fundamental human rights and views them as a key component of responsible corporate citizenship. We are committed to applying the principles of the human rights in our daily operations, interactions with customers and vendors, and in our communities. We continue to work with suppliers to help uphold ethical human rights standards.

In doing so, and in accordance with its core business, JGCPL pays special attention to international labour standards such as:

- Ⓟ Non-discriminatory treatment and anti-harassment
- Ⓟ Workplace health and safety
- Ⓟ Minimum wages
- Ⓟ No child labour
- Ⓟ Voluntary employment association with Trade firm/ organization.
- Ⓟ Anti-slavery and human trafficking.
- Ⓟ Working hours
- Ⓟ Remuneration

Non-discriminatory treatment and anti-harassment

We are committed to an inclusive workplace environment free from acts of discrimination and harassment and strive to make all employment decisions based on job-related qualifications without regard to race, colour, sex, age, disability, medical condition, physical appearance, marital status, national origin, ancestry, alienage or citizenship status, pregnancy, ethnicity, religion/creed, disability, genetic information, gender or any other category protected by applicable laws

Workplace health and safety

We ensure that we don't risk the health and safety of our employees and community and also avoid harming the lives of local and indigenous people.

JG Chemicals Pvt Ltd

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**Minimum wages**

We comply with local minimum wages. We use market and industry standards to apply fair wages where no wage law is in existence.

No child labour

We abide by local minimum age laws and do not use or condone child labour in any circumstance

Voluntary employment

We do not use forced or compulsory labour. All employment is voluntary.

Association with Trade Union/ Organization

JGCPL grants the right and permits any employee to join the union/ organization of his or her choice.

Anti-slavery and human trafficking

JGCPL firmly believes that modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labor, and human trafficking, all of which have in common the deprivation of a person's liberty by another for personal or commercial gain.

JGCPL has a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

We expect the same high standards from all of our contractors, suppliers and other business partners, and as part of our contracting processes, we require commitments against the use of such unethical practices and we expect that our suppliers will hold their own suppliers to the same high standards

Further, we do prohibit trafficking of all persons in a range of exploitative practices

**By Order of CEO & Director
JG Chemicals Pvt. Ltd.**

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