



Policy on Corporate Social Responsibility and Code of Conduct

For us at JGCPL, our Corporate Social Responsibility (CSR) policy including the Code of Conduct refers to our responsibility towards respect for human rights and environmentally sound business practices. JGCPL strives to be a responsible citizen in all countries in which it does business and to act sensitively to social and environmental concerns and take ethical responsibility.

Scope:

This policy applies to all locations of the company as well as its suppliers, contractors and other external providers.

Policy elements

Our company aims to be a responsible business entity that meets the highest standards of ethics and professionalism. It will consider all aspects and interested parties before acting and observe all applicable laws of the country. We provide a safe working environment that in addition to legal compliance with physical health and safety issues also provides protection against harassment.

Legal Compliance:

We commit ourselves to adhere to legal and statutory guidelines for safety and fair dealing. Every business relationship and collaboration will be open and transparent. Business value and financial benefits will result only from legitimate business operations. We'll always respect the Law including anti-bribery and anti-corruption practices. The company does not discriminate based on race, religion, disability or sexual orientation. We also comply with all laws and best practice with regards to anti-competitive activities in our vendors.

Business Ethics:

JGCPL has documented policies for Anti-Bribery and Anti-Corruption which should be referred to as part of Business Ethics. We shall always conduct business with integrity and respect to human rights and establish appropriate policies and procedures to promote good business ethics which also encompass respect towards the customer, ethical corporate governance and anti-corruption practices. Our company will follow society's ethical expectations.

Protecting and Preserving the Environment:

JG Chemicals Pvt Ltd

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JGCPL is certified according to ISO14001 and recognizes the need to protect the natural environment. Keeping our environment clean and unpolluted is a benefit to all. Apart from legal obligations, our company will endeavour to be proactive in protecting the environment. Examples of corporate social responsibility activities include conserving energy and waste handling.

Health and safety:

JGCPL secures that the workers are provided with a healthy and safe working environment in accordance with internationally recognized standards. Apart from providing Personal Protective Equipment to the workmen, JGCPL control hazards and take necessary precautionary measures against accidents and occupational diseases. Whenever necessary employees are to be provided with adequate and regular training to ensure that employees are adequately educated on health and safety issues.

Human Rights:

JGCPL is dedicated to protecting human rights. We are a committed equal opportunity employer and will incorporate all fair labour practices to ensure that our activities do not directly or indirectly violate human rights in any country for example child labour/forced labour.

Learning:

We support training through in organizational training, formal Industry Association training programs and certification as well as recognized external training bodies and associations. JGCPL will try to continuously improve the way it operates.

The management of the company are responsible for the CSR responsibility including Codes of Conduct and suggestions or issues are always welcome to be brought to their attention either through the respective supervisor or directly.

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

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