



## Human Rights Policy

At **Harman Finocem Limited**, we respect and uphold high standards on the protection of human rights. The company strives to create a work environment that is conducive to safeguarding human rights protection. We expect all our employees, vendors, suppliers and business associates to share our values in this regard.

**Harman Finocem Limited**, recognizes the valuable role that business can play in the longer-term protection of human rights. The Company is committed to respecting the human rights of our workforce, communities and those affected by our operations wherever we do business (including our contractors, suppliers and customers) in line with guidelines provided by internationally recognized frameworks including the **Social Accountability 8000 International Standard** and its associated international instruments.

### Policy Principles

- At Harman Finocem Limited, we abide with all applicable labor laws and regulations in our business operations. We are also in compliance with all the applicable domestic laws pertaining to human rights.
- We are strictly against the employment of any form of child labor or forced labor, paid or unpaid.
- We respect diversity and believe in creating an inclusive work environment. We are committed to providing equal opportunity to all irrespective of caste, creed, gender, race, religion or disability.
- We foster a workplace environment that is free of discrimination or harassment on the basis of color, gender, race, age, nationality, social status, disability, ethnicity, religion, sexual orientation, political opinion amongst others. Any violations in this regard are handled with strict, appropriate and timely action in consonance with the domestic laws of the concerned country.
- We have incorporated merit based processes in hiring, recruitment, development, compensation and promotions. At Harman Finocem Limited, these are solely based on qualifications, performance, skills and experience.
- Our employees are free to join, form or refrain from employee collectives without fear of retaliation or harassment.
- At Harman Finocem Limited, we ensure to provide safe working conditions for all including employees, customers, business partners, and visitors. We encourage them to report any unsafe or hazardous conditions noticed in the workplace to the management.






- We endeavor to promote work-life balance and compliance with all applicable laws of the domestic country pertaining to wage, work hours, overtime and employee benefits.
- At Harman Finocem Limited, we are committed in our responsibility towards the communities we work with and interact. We encourage our employees to volunteer for our corporate citizenship projects that benefit society.
- We promote awareness on human rights among employees, suppliers, vendors, customers and other relevant internal and external stakeholders.
- Continually improving human rights performance by sharing good practices and learnings, setting and reviewing targets, and monitoring, reporting and disclosing performance.
- We encourage employees to raise their concerns and ask for help, if they see or suspect any unlawful or unethical behavior, or any possible violation of our policies, procedures or domestic laws as applicable or any other conduct that is unprofessional, inappropriate, and unethical or conflicts with a general understanding of what is right and wrong. In such cases employees are encouraged to:

- ✓ Talk with, email, call or write to Senior Management

We encourage all our employees and business associates to strictly adhere to the aforementioned principles and condemn any violation or suspected violation of this policy. Breaches of the values enshrined in the policy are treated very seriously and handled with appropriate actions by Harman Finocem Limited as per its rules and regulations.

Harman Finocem Limited, reaffirms its commitment to respect the human rights contained in the International Bill of Human Rights, the International Labour Organization’s (ILO) Declaration on Fundamental Principles and Rights at Work and the other applicable human rights as set out in international Treaties and Standards.

Harman Finocem Limited also adheres to the UN Guiding Principles for Business and Human Rights, the OECD Guidelines for Multinational Enterprises and the ten principles of the United Nations Global Compact.

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14