

Bharat Rasayan Limited

Human Rights and Labour Policy

OBJECTIVE:

Bharat Rasayan Limited strives to treat its employees, customers, suppliers and contractors with dignity and respect. We promote a safe, healthy, and supportive work environment. Part of our commitment involves closely monitoring our compliance with State and Central applicable laws in all of our plants / offices based in India to ensure that the rights of our employees are not abused. Our employees are required to comply with our corporate policies at all times. This Human Rights and Labour Policy outlines standards to ensure that all employees are treated with respect and dignity, are working under their own free will, and are being properly compensated for their effort. BRL is committed to upholding the protection of human rights of all employees where it is possible through our sphere of influence. We are committed to ensuring that we are not complicit in any human rights violations and hold our suppliers and partners to this same high standard.

SCOPE:

This Human Rights & Labour Policy statement is intended to state the Company's position to all BRL employees and other stakeholders.

ELEMENTS:

Minimum Wages

BRL compensates its employees with wages and benefits that meet or exceed the legally required minimum under the applicable laws.

Working Hours

BRL does not require its employees to work more than the prescribed hours of daily labour set under the state employment laws.

Freely-Chosen Employment

BRL ensures that the overall terms of employment are voluntary.

No Discrimination

BRL prohibits discrimination based on race, religion, age, gender, sexual orientation, gender identity and expression, ethnicity, disability, union membership or political affiliation.

No Harsh or Inhumane Treatment

BRL prohibits physical abuse, harassment or the threat of either.

No Child Labour

BRL complies with the minimum wage & other applicable labour laws and requirements and do not employ child labour.

Health and Safety

We provide our employees with a safe and healthy workplace in compliance with all applicable laws and regulations.

Freedom of Association

We respect the legal rights of our employees to join labour organizations or trade unions as per applicable laws and regulations.

Ethical Dealings

We encourage our employees to conduct business according to our Code of Ethics. We comply with all applicable laws and regulations on bribery, corruption and prohibited business practices.

Privacy

We consider the right to privacy of our employees a core value. Employees' data is highly protected. Our employees are committed to confidentiality when dealing with third parties.

Donations

We donate to non-profit organizations annually. We also encourage our employees to get involved by participating in similar activities.

Volunteering

BRL is highly involved in the community and encourages its employees to participate in programs to improve education for kids and teenagers from low social economic background, we promote the green environment by creating and maintaining an ecological garden for young kids from low social economic background.

Dated: 1st June 2016

Place: New Delhi

R.P. GUPTA

Director