

HUMAN RIGHTS POLICY

1. Preamble

Human rights are the basic rights, freedom, and standard of treatment belonging to all human beings by virtue of being human. Human rights are moral principles [or] norms for certain standards of human behavior and are the fundamental rights to which a person is inherently entitled regardless of their age, ethnic origin, location, language, religion etc.,

2. Purpose

This policy aims at recognizing and protecting the dignity of all human beings. The Company Tuticorin Alkali Chemicals and Fertilizers Limited (“TFL”) understands the role that companies can play in protection of human rights and consequences on infringement of the same.

3. Scope & Applicability

The policy shall be applicable and binding on all employees and Directors of the Company.

4. Stakeholder Engagement

The Company is dedicated to open and transparent communication with its stakeholders and understand that respectful and mutually beneficial relationships with the stakeholders is essential for the success of our business. It is important that we listen, understand, give due consideration and respond to the interests and concerns of its stakeholder groups.

5. Prevention of Sexual Harassment

The Company commits to protect the employees from sexual harassment and ensures the compliance with The Sexual Harassment of Women at Workplace (Prevention, Prohibition And Redressal) Act, 2013. The Company recognizes that protection of women against sexual harassment and the right to work with dignity. Sexual harassment at the workplace is a form of discrimination. Sexual harassment can be physical and psychological in nature. An aggregation of incidents can also constitute sexual harassment even if one of the incidents considered on its own would not be harassing. The Company shall deal expeditiously and fairly as per the Policy for prevention of Sexual Harassment.

6. Misuse of Managerial Authority

The Company shall ensure that no managerial authority abuses their power towards juniors or subordinates or a combination of both.

7. Modern Slavery

The Company is committed to taking steps to ensure that modern slavery does not take place in any part of its business.

8. Safety in workplace

To maintain effective workplace including health and wellbeing all workers, TFL is committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions.

9. Human Dignity

Manpower is our greatest asset of a Company. Therefore, TFL believe in treating people with respect, dignity and fairness, thereby fostering an atmosphere of open communication, care

and trust. We respect the rights of individuals to achieve professional and personal balance in their lives.

10. Child Labour

The Company strongly opposes child labour in any form. We are committed to ensuring no such instances of child labour occur in any of our operations.

11. Equal Opportunity

The Company is committed to promoting a workplace that is free from discrimination on the basis of religion, Caste, and gender. The scope of equal opportunity and non-discrimination extends to recruitment, employment, promotion, transfer, training, working conditions, wages and salary administration and employee benefits.

12. Minimum Wages

We ensure all employees are paid adequately to maintain a standard of living. At all times Company ensures it pays employees not lesser than the minimum wages prescribed by the appropriate authority.

13. Transparency

The Company is committed to promoting transparency and communication at all levels within the organization which is vital to every organization which helps employees to exchange ideas, information etc.,

14. Steadfast ESG-driven long-term Vision

TFL's commitment to building sustainable business is centered on two core principles:

- a) Safeguarding lives, health and well-being of employees and communities;
- b) Preventing environmental harm alongside preserving our natural environment.

15. Anti-Bribery and Anti-Corruption

The Company implemented a Whistle Blower Policy, by which all unethical and improper practices (including Anti-Bribery & Anti-Corruption) or wrongful conduct that may occur in the conduct of business of the Company when comes to the knowledge of an employee, can be brought to the attention of the concerned including Whole time Director.

16. Reporting of Violations

The Company believes in taking feedback from its employees, stakeholders in order to make improvements in these policies. The Company also has a grievance redressal mechanism for dealing with the grievances related to these policies.

17. Authority

The Company Secretary is the designated authority responsible for implementing the standards concerning Human Rights Policy.

18. Amendment

The Company reserves the right to amend this policy at any time.
