



GANESH BENZOPLAST LIMITED

HUMAN RIGHTS POLICY



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OBJECTIVE

At Ganesh Benzoplast Limited (GBL), we are committed to respect the human rights of our workforce, stakeholders and those affected by our operations. This policy is intended to express GBL's commitment to do business with ethical values and embrace practices that support human rights.

SCOPE

This Policy shall extend to all the employees of the Company, its subsidiaries and Joint Ventures, and Suppliers, Vendors, Contractors etc. of the Company (hereinafter referred to as "**Parties**"). At GBL, we are committed to ensuring that human rights are always upheld across our business operations, spanning all our locations.

HUMAN RIGHTS ASPECTS

Equal opportunity and non-discrimination

We are committed to and strive to ensure that our employees and workers are treated with dignity, respect, and fairness, and not subject to harassment, discrimination, forced labour or inhumane treatment on account of gender, sex, sexual orientation, race, religion, caste, ethnicity, nationality, age, disability, HIV status and family status. We aim to keep the working environment free from any prejudice, bias, physical or mental harassment. We abide by a zero-tolerance approach towards discrimination across our operations and value chain.

Child Labour and Forced Labour

We are committed to not employing any forced labour or child labour in any of our operations. We ensure adherence to minimum working age requirements prescribed by local regulations and prohibit employment of child labour across our operations and value chain. We respect the right of all workers to enter and leave employment voluntarily and do not engage in compulsory, forced, indentured or bonded labour.

Harassment-free workplace

We are committed to providing a work environment free from all forms of harassment, whether physical, verbal or psychological. Employees have the right to freedom of opinion and expression.



Safe and healthy workplace

GBL strives to institutionalize health and safety processes, with special focus on aspects such as women's safety, assistance to persons with disability, emergency response and preventive health & safety measures.

Data Privacy

We respect the privacy of all our employees and business partners by taking measures that are prescribed by law to protect and secure personal data. We do not disclose anyone's personal, medical and financial information unless legally mandated.

Respect for Indigenous Peoples' Rights:

GBL respects the rights of indigenous peoples and ensures that their rights are not violated during our business activities.

Fair Remuneration

GBL ensures equal opportunities for all employees for career progression. We are committed to providing fair remuneration to all its employees, ensuring that compensation packages are equitable, competitive, and commensurate with the nature of the work performed, as well as the skills, qualifications, and experience of the individual. We adhere to applicable laws and regulations governing wages and benefits, and we strive to maintain transparency in our compensation practices. Additionally, we periodically review and adjust remuneration structures to reflect changes in market conditions and to support the well-being and motivation of our workforce.

Recruitment

We have implemented merit-based processes in recruitment, compensation and promotions. We do not tolerate any fraudulent methods of recruitment and all the terms and conditions of employment are clearly communicated

GRIEVANCE MECHANISMS AND REPORTING

GBL is committed to prevent any human rights violation and provides all its employees, vendors and suppliers a secure access to raise grievances and to report confidentially and anonymously any breach in the Human Rights Policy through the Ombuds process as defined in our Whistle Blower Policy.

COMMUNICATION & AMENDMENT

The Human Resources (HR) department will ensure effective implementation, monitoring, and enforcement of the Company's Human Rights Policy, fostering a workplace culture that values and respects the rights of all individuals.

The Company reserves the right to vary and/or amend the terms of this Policy from time to time.