



FINOLEX INDUSTRIES LIMITED

HUMAN RIGHTS POLICY

1. Introduction

Finolex Industries Limited (the “Company”) is committed to respecting the human rights of its workforce, communities and those affected by its operations, wherever it does its business, including our business partners and contractors. Therefore, in the management of its businesses and operations, the Company strives to uphold the spirit of human rights, as enshrined in the Constitution of India, existing international standards and the Voluntary Principles on security and Human Rights.

2. Scope And applicability

The policy shall be applicable and binding on all employees, Directors, officers of the Company and its Associate Companies who in turn shall ensure that financial consultants, corporate agents, brokers, distributors, Customers, vendors, consultants, advisors, suppliers, contractors or other third parties engaged with the Company and are aware of and abide by these policies, across all locations.

3. Principles

3.1 Prohibition of Child Labour and Forced Labour

The Company has zero tolerance towards and prohibits engagement of Child Labour, Forced Labour and any form of human trafficking. The Company is committed to ensuring that no instance of Child or Forced Labour occurs in any of its operations and establishments.

3.2 Prevention of Harassment

The Company is committed to treat its employees with dignity and provide a work environment free from all forms of harassment, whether physical, verbal or psychological. The Company has ‘zero tolerance’ towards and prohibits sexual Harassment and/or any conduct that may foster an offensive or hostile work environment, including unwelcome or unsolicited sexual advances.

3.3 Freedom of Association

The Company recognizes and respects the right of its employees to exercise freedom of association in matters related to their employment, as per policies and procedures of the Company, without them having any apprehension. The Company is committed and respects the right of collective bargaining of its employees, as per applicable laws/guidelines/regulations.

3.4 Labour Standards

The Company offers with all fairness competitive remuneration package relative to the industry.



The Company ensures compliance with applicable laws related to wages, work hours, leaves, leave with wages, and benefits, to both regular employees of the company as well as workers deployed by contractors. As a model employer, we provide a generous social support system which not only takes care of the employees, but also their families.

3.5 Safe and healthy workplace

The Company is committed to provide and maintain a safe, healthy workplace by addressing the risks of accident, injuries and hazards on a continuous basis. The Company is focused on inculcating a culture of awareness, monitoring and participation surrounding health and safety directly or through agency or contractor as applicable. Company is committed for compensation in case of incapacity or loss of life, to the victim or dependent as the case may be directly or through agency or contractor, as per applicable policy or regulation or laws.

3.6 Right to Privacy

The Company is committed to protect the right to privacy of its employees and other stake holders. The Company does not disclose personal information/data to third parties, without consent of its stakeholders, unless required by law/Statutory Authorities etc., to do so.

4. Grievance Redressal

Appropriate systems and mechanisms with time bound process for redressal, such as Grievance Management System, Safety Committees, Internal Complaints Committee, Whistle-blower Policy etc. are in place to allow for resolution of the issues raised under this policy. This helps in grievance redressal, maintaining high standards, monitoring and learning for continuous development and in incorporation of new policies and practice, to properly anticipate, respond and sync with changing environment.

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