



SOCIAL POLICY

As a responsible organization, we are committed to ensuring that our workers and employees are treated fairly, equally and with respect according to local, national and ratified international laws. We recognize the vital contribution of our workers and employees to our business growth and success.

We shall respect human rights and support international human rights law.

We prohibit retaliation against human rights defenders who submit complaints in good faith in line with our existing Whistleblower Policy which provides a grievances channel for human rights defenders to report their concerns freely and without fear of reprisal or intimidation. However, we will not tolerate reports made wrongly with/without malicious intent.

We shall provide safe and healthy working environment and take the appropriate precautionary measures to protect our workers from related hazards and anticipated dangers in the workplace.

We shall respect the rights of our workers to join or form legal trade unions of their own choosing and to bargain collectively.

We shall not use any forced or trafficked labour in our operating units.

We shall not use any child labour. Children's rights are respected.

We shall not discriminate in terms of hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, union membership or political affiliation.

Physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation shall be prohibited. Reproductive rights are protected.

These fundamental rights at work apply to all workers and employees of the company without any exceptions.

14 SEPTEMBER 2020