



## **HPL Additives Limited**

### **Human Rights Policy**

#### **Our Commitment**

HPL Additives Pvt. Ltd. (HPL) is dedicated to upholding internationally recognized human rights across all operations and our value chain. We conduct our business in a manner that respects the dignity, rights, and well-being of all individuals impacted by our activities.

#### **Scope**

This policy applies to all HPL employees, contractors, suppliers, and business partners. We expect all parties to adhere to these principles in their interactions with or on behalf of HPL.

#### **Guiding Principles**

Our Human Rights Policy is aligned with:

- The United Nations Guiding Principles on Business and Human Rights
- The International Labour Organization's Declaration on Fundamental Principles and Rights at Work
- The United Nations Universal Declaration of Human Rights

#### **Key Commitments**

##### **Non-Discrimination and Anti-Harassment**

HPL prohibits discrimination based on age, race, gender, color, religion, national origin, disability, sexual orientation, or any other legally protected status. We are committed to a workplace free from harassment of any form, including physical, verbal, and psychological abuse. All employees and partners are expected to uphold a respectful environment, ensuring dignity for everyone.

##### **Safe and Healthy Workplace**

We are committed to providing a safe and healthy work environment for all employees and

#### **HPL ADDITIVES LIMITED**



contractors, in compliance with regulatory health and safety standards and proactively identifying risks.

**No Forced or Child Labor**

HPL strictly prohibits the use of forced labor, human trafficking, and child labor within our operations and supply chain. We conduct regular assessments to ensure compliance and address any identified risks promptly.

**Freedom of Association**

We respect employees' rights to freedom of association and collective bargaining, and encourage open dialogue and representation.

**Fair Wages and Working Hours**

HPL is committed to providing fair wages and adhering to all applicable laws regarding working hours and overtime compensation, as well as benchmarking wages against industry standards.

**Stakeholder Engagement and Community Impact**

We engage with local communities, customers, NGOs, and other stakeholders to understand and address human rights concerns arising from our activities. We aim to minimize negative impacts on local communities, protecting their cultural and environmental resources.

**Supplier and Contractor Standards**

We hold our suppliers and contractors to high standards regarding human rights practices. All suppliers must adhere to our Supplier Code of Conduct, which includes criteria for human rights, and are subject to regular monitoring and assessments.

**Implementation**

**Policy Accessibility**

This Human Rights Policy is publicly available on the HPL website and accessible to all internal and external stakeholders.

**Training and Capacity Building**

HPL provides regular human rights training to employees, contractors, and suppliers,



focusing on topics like non-discrimination, forced labour, health and safety, and reporting mechanisms. Training modules are tailored to the roles and responsibilities of each group.

#### **Due Diligence and Risk Assessment**

HPL conducts ongoing human rights due diligence, including periodic risk assessments, especially in high-risk regions or sectors. Our due diligence process includes identifying, preventing, and mitigating adverse human rights impacts.

#### **Grievance Mechanism**

We maintain accessible channels for employees, contractors, and external stakeholders to report human rights concerns confidentially and without fear of retaliation. Complaints are investigated promptly, with corrective actions taken as needed.

#### **Remediation and Corrective Actions**

Where human rights violations are identified, HPL is committed to providing prompt remediation for affected individuals or communities. This may include financial or non-financial reparations and corrective actions to prevent recurrence.

#### **Monitoring, Reporting, and Policy Review**

HPL will regularly assess its human rights performance and report annually on progress and areas for improvement. This policy will undergo annual reviews with input from internal and external stakeholders, to ensure alignment with evolving human rights standards and company practices.

A handwritten signature in green ink, appearing to read 'Umesh Anand', is written over a dashed horizontal line.

(Umesh Anand )  
Managing Director



Date: Monday, 21<sup>st</sup> October 2024

Place: Faridabad, Haryana, India