



# **FINEOTEX CHEMICAL LIMITED**

## **HUMAN RIGHTS POLICY**

<i>Adopted on</i>	<i>20<sup>th</sup> May, 2023</i>	<i>Policy on Human Rights - 1</i>
-------------------	----------------------------------	-----------------------------------



## 1. INTRODUCTION:

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, ethnicity, or any other status, etc.

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.

The policy is aligned with the principles contained in the Universal Declaration of Human Rights, ILO Declaration on Fundamental Principles and Rights at Work and the United Nations Guiding Principles on Business and Human Rights. The framework of the Policy also envisages the requirements of principle of National Guidelines on Responsible Business Conduct (NGRBC) such as respecting and promoting the well-being of all employees, respecting and promoting human rights.

## 2. PURPOSE:

This policy aims at recognizing and protecting the dignity of all human being. Fineotex Chemical Limited (“FCL” or “the Company”) understands the role that Companies can play in protection of human rights and consequences on infringement of the same. This policy is intended to express the Company’s commitment to carry out the business with ethical values and embrace practices that support human rights in every geography, where it operates. The Company follows processes that seek ways to honor the principles of International Human Rights. The Company wholeheartedly encourages business partners, to respect human rights, adhere to applicable international principles and respect the spirit and intent of this policy. The Company recognizes in individuals and communities as holders of human rights

## 3. SCOPE AND APPLICABILITY:

The policy shall be applicable and binding on all Employees, Directors and officers of the Company, various stakeholders and endeavors to achieve the commitment of addressing the issues that are relevant to the business of the Company.



## FINEOTEX CHEMICAL LIMITED

Manorama Chambers, S. V. Road, Bandra (West), Mumbai - 400 050. India. **Phone:** (+91-22) 2655 9174  
**Fax:** (+91-22) 2655 9178 **E-mail:** info@fineotex.com **Website :** www.fineotex.com **CIN -** L24100MH2004PLC144295





#### 4. PRINCIPLES:

##### i. Equal Opportunity, Non-Discrimination, Diversity and Inclusion:

The Company encourages an inclusive work environment, wherein diversity is valued and equal opportunities are available to all the employees and stakeholders.

The Company follows applicable laws and regulations in the matter of deciding wages/salaries, hours of work and welfare measures such as Rights of Persons with Disabilities Act 2016, Minimum Wages Act 1948, Equal Remuneration Act 1976 etc.

The Company endeavors that the work environment across its operations remain free from discrimination in any form. The Company prohibits discrimination in the matter of compensation, training, opportunities and employee benefits on the basis of caste, creed, religion, language, ethnicity, disability, age, gender, sexual orientation, race, colour, marital status or union organization or any other status protected by appropriate laws.

##### ii. 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.

##### iii. Labour Standards:

The Company offers with all fairness competitive remuneration package relative to the industry, and as per collective bargaining settlements signed with recognized unions. 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.

##### iv. Safe and Healthy Workplace:

A healthy workplace is one where workers and managers collaborate to continually improve the health, safety and wellbeing of all workers and by doing this, sustain the productivity of the business. An effective workplace health and wellbeing program simultaneously addresses individual, environmental and organizational factors affecting worker wellbeing. The Company is committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions



v. Human Dignity:

Dignity at work is the principle of maintaining a healthy, safe and enjoyable place to go about your employment. Manpower is our greatest asset of a Company. Therefore, we believe in treating people with respect and dignity, respect, 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. The Company commits to evolve and operationalize the construct of workplace dignity and develop and standardize a measure for it.

vi. 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. The Company prohibits associated vendors, contractors and suppliers from engaging child and/or forced labour. The Company strives to adopt the standards laid down by International Labour Organization that are aimed at ensuring accessible, productive, and sustainable work conditions.

vii. 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.

viii. Anti – Corruption:

The Company has zero tolerance towards malpractices of bribery or corruption in any form, in its business directly or indirectly. The Company operates and expects its associates to operate, conforming to the highest moral, ethical standards, and fostering a culture of integrity and transparency. The Company has adopted a Whistle-blower policy and mechanism for reporting concerns about unethical conduct, actual or suspected fraud.

ix. Local Community/ Stakeholder engagement:

The Company respects cultures, traditions, customs and values of the people in the communities in which it operates. The Company engages with local communities on human rights matters that are important to them such as surface rights, access to clean water, health and sanitation. The Company engages with people in these communities, including indigenous peoples as well as vulnerable and disadvantaged groups.



The Company endeavors, within the scope of its capabilities, to promote the fulfilment of human rights through improving the economic, environmental and social conditions, and further serve as a positive influence at places where it operates for sustainable development of the community at large.

x. Equal Opportunity and Inclusion:

The Company is committed to promoting a workplace that is free from discrimination and prejudice. We as a Company strive to be fair and equal in all our interactions with our customers and value chain partner and make endeavors to not discriminate on the basis of race, colour, religion, sex, sexual orientation, gender identity or expression, pregnancy, age, national origin, disability status, genetic information, protected veteran status, or any other characteristic protected by law. Wages/remuneration, hours of work and social benefits, are based on local laws and regulations as well as prevailing market standards and practices. The Company shall also ensure that people feel a sense of belonging in the workplace and the employees feel comfortable and supported by the organization.

xi. Anti-bullying and harassment:

The Company recognizes that a workplace free from bullying and harassment is integral to helping the workforce work in the organization. We are committed to respecting the rights of all our employees and strive to provide them with a work environment that's free from any physical, verbal or psychological harm. Our policies and systems have been designed to prevent such instances and address them in case they do arise.

## 5. RESPONSIBILITY:

The management of the Company is responsible to give effect to this policy in letter and spirit. Any employee who violate this policy, or in any manner discriminates with any person with disability or renders any harassment shall be dealt accordingly as per the Company's policy.

## 6. COMMUNICATION OF THE POLICY:

The Policy shall be made available to all employees of the Company. The Policy will also be available on the Company's website.

## 7. REVIEW AND REVISION:

The Board of Directors will review and amend/modify the Human Rights Policy, from time to time, as deemed necessary and appropriate.



# FINEOTEX CHEMICAL LIMITED

Manorama Chambers, S. V. Road, Bandra (West), Mumbai - 400 050. India. Phone: (+91-22) 2655 9174  
Fax: (+91-22) 2655 9178 E-mail: info@fineotex.com Website : www.fineotex.com CIN - L24100MH2004PLC144295

