PUKHRAJ ADDITIVES LLP

HUMAN RIGHTS POLICY

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Purpose

Pukhraj Additives LLP is committed to respecting and promoting the fundamental human rights of all employees, contract workers, suppliers, contractors, visitors, and other stakeholders associated with its business operations. The Company shall conduct its business ethically and in compliance with applicable laws while supporting internationally recognized human rights principles.

Scope

This policy applies to all employees, trainees, contract workers, suppliers, contractors, consultants, business partners, and any other stakeholder associated with Pukhraj Additives LLP.

Policy Statement

Pukhraj Additives LLP is committed to:

- Treating every individual with dignity, fairness, and respect without discrimination based on race, caste, religion, gender, age, disability, nationality, or any other protected characteristic.
- Prohibiting child labour, forced labour, bonded labour, human trafficking, and all forms of exploitation.
- Providing a safe, healthy, and secure working environment in accordance with applicable legal and regulatory requirements.
- Promoting equal employment opportunities, fair wages, reasonable working hours, and ethical employment practices.
- Respecting employees' rights to freedom of association and collective bargaining, where permitted by applicable laws.
- Protecting employee privacy and confidential personal information.
- Maintaining a workplace free from harassment, bullying, abuse, violence, and retaliation.
- Encouraging employees and external stakeholders to report suspected human rights violations through the Company's Grievance Redressal or Whistle-blower Mechanism.

Reporting and Responsibility

The Human Resources Department shall be responsible for implementing, communicating, and periodically reviewing this policy. Any person may report suspected human rights concerns through the Company's Grievance Redressal or Whistle-blower Mechanism. All reports shall be handled confidentially, investigated impartially, and appropriate corrective actions shall be taken wherever necessary. No individual shall be subjected to retaliation for reporting a concern in good faith.

Approved By



Karina Nagpal
Managing Partner
Pukhraj Additives LLP