



NOCIL LIMITED

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# Human Rights Policy

**For NOCIL LIMITED**

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**S. R. Deo**  
Managing Director

**Approved by Core Committee on Sustainability on 09.12.2022**



## HUMAN RIGHTS POLICY- NOCIL LTD (NOCIL)

### Guiding principles

NOCIL supports the protection and elevation of human rights and is guided by fundamental principles of human rights as encompassed in the Constitution of India. and as regulated by the Protection of Human Rights Act, 1993. NOCIL firmly believes that Human rights belong to everyone, everywhere, regardless of nationality, sexuality, gender, race, religion, or age. The Company is endeavoured to ensure that the 'Rights relating to life, liberty, equality, and dignity of individuals as guaranteed by the Constitution are duly upheld in course of its operations and business.

NOCIL's support for these fundamental principles is reflected in corporate policies and actions towards the employees, workmen, suppliers, Customers, clients, communities, and the countries where the Company does its business.

NOCIL's commitment to human rights is longstanding and the Company is committed to maintaining and improving systems and processes to avoid complicity in human right violations.

This policy is intended to succinctly express NOCIL's commitment to do business with ethical values and embrace practices that supports Environment, Human Rights, and Labour laws.

### Prohibition on Slavery and Trafficking of labour

The Company strictly prohibits all forms of human rights violation including but not limited to slavery, trafficking of labour from any of its sites to other sites for conducting business. The company strictly prohibits involvement of its suppliers, contractors, vendors and any third parties involved directly or indirectly with the company's business for such practices.





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### **Prohibition of Child labour**

NOCIL complies with Articles 24 & 39 of the Constitution of India in letter and spirit which prohibit employment of children in factories and stipulate that the tender age of children is not abused and that and are not forced by economic necessity to enter avocations unsuited to their age or strength. The Company has installed appropriate compliance mechanism in place through a dedicated software tool to ensure that the company is always compliant with the provisions of the Child Labour (Prohibition and Regulation) Act 1986 (as amended from time to time) and as per Rules/Regulations enacted thereunder. Apart from quarterly compliance certification by the concerned Group/Function Heads to the Managing Director, the software tool has inbuilt features to track and monitor compliance with the said Law.

### **No forced labour practices at any of its Locations**

The Company's humanitarian DNA does not permit it to employ or engage labour by force or compulsion or by exploitation. Bonded labour is prohibited in India by law vide Articles 21 and 23 of the Constitution and the Company follows and honours the Constitutional mandate in letter and spirit.

### **Building an inclusive workplace without any discrimination**

The company strives to build up an inclusive workplace and leverage the power of diversity for sustainable competitive advantage, where employees from different backgrounds can have the opportunity to participate, develop and contribute freely and equitably. By an inclusive environment, we mean creating a place free of barriers in which every employee can have the opportunity to participate, contribute and develop freely and equitably.



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### Freedom of Expression & Association

The Company recognizes the employees' right to assemble, communicate and join association of their choice in matters related to their employment within the purview of the policies and procedures of the Company. The Company respects the rights of employees to associate or not associate through Internal Employee Resource Groups and seek representation, to bargain or not bargain collectively in accordance with local laws.

### Health, Workplace Safety and Environment

NOCIL is firmly committed to maintaining the highest standards of environmental protection and provision of a safe and healthy workplace. This is amply demonstrated by the prestigious *Responsible Care logo* awarded by the Indian Chemical Council. This award is a testament of the Company's continuous improvements in the areas of environmental protection, health, and safety of its workforce.

### Protection of Women against sexual harassment

The company has adopted a robust Policy to deal with sexual harassment cases at any of its Plants and offices and in respect of any employee or workman (whether regular or on contractual basis). NOCIL firmly believes and practices providing a safe work environment without discrimination. Training programs are being conducted across the organization to create awareness and enable women employees to function without any fear of harassment.

For NOCIL LIMITED

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S. R. Deo  
Managing Director