

PEOPLE POLICY





INTRODUCTION

Aarti Industries Limited ['AIL'], since its inception, has operated as a responsible and value-driven organization where our values of care, integrity, and excellence are dear to us. At AIL, we take adequate measures to ensure the highest standards of business and ethical behaviour with a clear focus on compliance with prevailing labour laws and people practices. This policy provides a framework through which we ensure responsible and respectful behaviour to all the stakeholders internal or external.

Aarti Industries Ltd's ['AIL'] policy demonstrates its commitment for providing a safe and healthy work environment to all its employees including contract workmen.

SCOPE

This Policy applies to all our business operations including subsidiaries over which we have direct control. Our business operations include our manufacturing locations, warehouses, offices, and R&D sites, employees, contractors, visitors and other business partners working at our manufacturing locations. We also encourage our business partners who are part of our value chain but outside our direct control to apply the requirements set out in our Policy.

OUR POLICY

At Aarti, we are always focused on delivering stakeholder value by providing the best working environment and experience through consistently integrating our core values of 'Care', 'Integrity', and 'Excellence' into our core business operations and people practices. This policy acts as a guiding force to ensure the display of behaviour that focuses on achieving the above objective for all the stakeholders internal or external.

This policy is applicable to all employees, contractors, suppliers, service providers, and business partners of AIL's specialty chemical segment.

At Aarti Industries Limited, we are committed to:

- Conduct business in a manner that respects the rights and dignity of all people and provides a work environment free from physical, verbal, sexual, psychological, or any form of harassment, abuse, unlawful treatment, bullying, or workplace(Offices, Sites and WFH) violence;
- Provide a safe, hygienic, and healthy workplace that complies with applicable health and safety laws, and minimizes the possibility of accidents, injury, and exposure to health risks of our employees, contractor employees, and other interested parties;
- Proactively comply with all applicable statutory, regulatory, and other requirements of labour laws to ensure that our employees are fairly and reasonably paid and remuneration structure is compliant with statutory obligations of the jurisdiction;
- Be an equal opportunity employer, treat all employees with equal respect and dignity and evaluate them solely on merit during recruitment, skill enhancement, capability building, and career management;
- Recognize, respect, and value differences of individuals based on race, religion, caste, gender, age, nationality, disability, and any other characteristic and shall have zero tolerance towards discrimination in any form;
- Ensure zero tolerance towards the use of all forms of child labour;
- Ensure zero tolerance towards the use of forced, trafficked, bonded labour, and employment shall be done based on every individual's free will and mutually agreed terms of employment;





- Respect our employees' rights to freedom of peaceful association and engage in collective bargaining, and we also encourage and facilitate direct communication of all employees with AIL leaders.
- Encourage our employees, contractors, suppliers, and other interested parties to respect generally accepted social, economic, cultural norms, and human rights of communities in which they operate;
- Promote a culture of appreciation and acknowledgment to employees and contractors through Reward & Recognition schemes and engagement initiatives;
- Promote a culture of Employee Well Being focusing on physical, financial, emotional, social, and occupational wellness
- Promote awareness of people practices to employees at the various levels through training & communication;
- Establish a due diligence mechanism that focuses on identifying, assessing, mitigating, and managing potential risks and impacts related to Human Capital
- Provide access to remedy by resolving grievances in a transparent, fair, timely, and culturally appropriate manner;
- Set, monitor, benchmark and review objectives and targets on employee experience & performance and continually improve them by relevant interventions
- Communicate People policy and achievement of relevant key performance indicators to employees, contractors, customers, community, business associates, and interested parties on a regular basis;



IMPLEMENTATION

The Policy will be implemented through the framework of Aarti Management Systems

RESPONSIBILITY

The AIL Board and members of the HR Council and sub councils of AIL are responsible for establishing, implementing and monitoring the Policy, consistent with local laws and the applicable Standards.

GOVERNANCE

The Policy is governed by HR council of AIL

REVIEW

The People policy will be reviewed in the wake of emerging risks/issues/trends in the sector and the ecosystem in which we operate to ensure its applicability. The default period for the review of policy would be 5 years.

Signed By

RAJENDRA V GOGRI
CHAIRMAN AND MANAGING DIRECTOR

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