

# CODE FOR HUMAN RIGHTS





At Aarti, we are always focused on consistently integrating our core values of 'Care', 'Integrity', and 'Excellence' into our business operations and people practices that enable protecting human rights for our workforce and the communities in the area of Operations. Our Code demonstrates commitment to respecting human rights in all our business operations including subsidiaries over which we have direct control. This is in line with the UN Guiding Principles on Business and Human Rights, the International Bill of Human Rights, ILO, and internationally recognised frameworks, including Social Accountability 8000 and other applicable regulatory and statutory requirements. 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 through supplier code of conduct.

The code acts as a guiding force to ensure the display of behaviours that focuses on achieving the above objectives for all the internal and external stakeholders. We at Aarti Industries Limited endeavour to achieve our commitment by:

- Adopt and implement advanced techniques and methods such as periodic plant condition audits, due diligence, and risk assessments to identify, assess and manage potential human rights infringements, risks and impacts to improve human rights performance across the company;
- Recognise, respect, and value differences of individuals based on race, colour, language, religion, caste, gender, age, nationality, disability, political and other opinions and any other characteristics and shall have zero tolerance towards discrimination in any form;
- Ensure zero tolerance towards the use of all forms of child and young labour.
- Ensure zero tolerance towards the use of forced, trafficked, bonded labour, involuntary servitude or any form of modern slavery and employment shall be done based on every individual's free will and mutually agreed terms of employment.
- Ensure that all our employees are fairly, reasonably, and equally remunerated as per statutory obligations. We are committed to paying a living wage to all our employees.
- We support and respect the right to rest and leisure of our employees in balancing their work life and provide them with decent working conditions.
- 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;
- Foster, cultivate and preserve a culture of inclusion and diversity where each of us can bring our whole selves to work. We embrace and encourage our employees' unique identities and believe that our talent is one of our most valuable assets that provides us with a sustained competitive advantage.
- 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;
- Encourage our employees, contractors, suppliers, and other interested parties to respect generally accepted social, economic, and cultural norms, as well as the human rights of communities in the value chain in which they operate. We strive to create positive impacts through local engagement and investment in community projects through CSR.
- Respect our employees' rights to freedom of speech and peaceful association and engage in collective bargaining, join a trade union of their choice or refrain from it, without fear of intimidation or reprisal, and we are committed to having a constructive and open dialogue with our employees and their representatives as well as work council and trade union in accordance with national law and regulations.
- Provide a safe, hygienic, and healthy workplace that complies with applicable health and safety laws, and minimises the possibility of accidents, injury, and exposure to health risks for our employees, contractor employees, and other interested parties;
- Providing access to remedy by resolving grievances in a timely and culturally appropriate manner;
- Consistent with international human rights standards, we value diversity and the rights of vulnerable groups such as indigenous peoples, women, migrant workers and other minorities. We shall proceed with care and consideration for the dignity, customs, beliefs and cultural heritage of these groups who might benefit from our community projects.
- Protect our employees' privacy, sites, products, intellectual property, and reputation against security threats, crime, and crisis events.





- Promote and Foster a culture of respecting human rights, people practices through specific training and awareness among employees across various levels of operations.
- Set, monitor, benchmark and review objectives and targets on human rights, employee experience and performance and continually improve them by relevant intervention.
- Proactively communicate Human Rights policy and achievement of relevant key performance indicators to stakeholders and engage with them in an inclusive, transparent and culturally appropriate manner on human rights concerns related to our business activities on a regular basis;

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

The AIL Board and the CHRO along with leadership of AIL are responsible for establishing, implementing and monitoring the code for human rights for the AIL, consistent with local laws and the applicable Standards.

The Code is governed by Apex Sustainability Council of AIL

The Code for Human Rights 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.



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Tower-C, 4th Floor, Embassy 247, Lal Bahadur Shastri Rd,  
Gandhi Nagar, Vikhroli West, Mumbai, Maharashtra India- 400083