



Vinati Organics Limited

Human Rights Policy



1. Introduction:

The Company has drafted and published a policy on ensuring the conformance to Human Rights. The commitment framework document describes Vinati Organics Limited (VOL) implementing procedures on the Human Rights policy. These Implementing Procedures provide guidance for effectuating the principles expressed in the Policy.

“VOL respects and supports the dignity, wellbeing and Human Rights of all stakeholders. VOL is committed to developing a culture which inculcates respect and support for Human Rights and seeks to avoid connivance in Human Rights abuses.

VOL would ensure conformance to fundamental labor principles including the prohibition of child labor, forced labour, freedom of association and right to collective bargaining and protection from discrimination (based on age, gender, marital status, differently abled, race, national/ regional origin, ancestry, indigenous status, personal beliefs, religion & spiritual practice, political affiliation, sexual orientation and HIV/AIDS) in all its operations by imparting relevant training and aligning the conduct of its employees.”

2. The Construct of Human Rights:

Whereas each organisation or entity has a different approach towards Human Rights, in general, the construct of Human Rights shall be around the following elements:

- a. Principles: Respecting the principles of dignity, liberty, equality and brotherhood of all people.
- b. Applicability: In the organisational context this comprises all stakeholders including employees, associates, customers, vendors, contractors, etc.



- c. Rights at different Levels: Individual Rights such as the Right to Life and Liberty, Individual Rights towards the Community; Social, Economic and Cultural Rights, etc.
- d. Freedoms: such as the Freedom of Speech and Religion; Freedom from Fear and Want.
- e. Duties and Reasonable Restrictions on Rights and Freedoms: Each Right or Freedom comes with an attached Duty and Responsibility. It is incumbent on each individual stakeholder to ensure that their Rights and Freedoms are aligned with the Business Needs and Direction of the Organisation, and it is understood that there may be reasonable restrictions imposed on the Rights and Freedoms through stated policies and a Governance framework for the organization.

3. Policy:

- a. It is the duty of all businesses, functions and departments within the Vinati Organics Limited to actively support and foster Human Rights amongst all stakeholders and therefore all Principal Officers of the Organisation and those in Authority have a duty to ensure, encourage and guide other stakeholders in terms of the Human Rights.
- b. Towards the above objective, the Company shall strive to adopt and adapt generally accepted Human Rights standards framework in alignment with the business needs and directions of the organisation.
- c. All Principal Officers and others in Authority shall actively seek to prevent abuse of Human Rights and remedy the impact of any violations with respect to Human Rights.



- d. Ensure compliance with all legal provisions including rules and guidelines concerning the protection and development of Human Rights.
- e. Identify and assess, through a process of due diligence or otherwise, any potential risks or adverse impact with respect to Human Rights Policies, especially those that will tarnish the brand and image of the organisation with respect to its commitment to championing Human Rights.
- f. Educate, Develop and otherwise train people in active involvement and promotion of Human Rights across the organisation.

4. Rules & Procedures:

- a. There will be constituted both at the Group Level as well as at individual entity level, a standing forum that aids and advises the management in its approach towards building sustainable Human Rights.
- b. HR will look after the implementation of this policy and conduct periodic audits/inspections to ensure compliance with the Human Rights Policies.
