



THIRUMALAI CHEMICALS LIMITED

BUSINESS AND HUMAN RIGHTS POLICY

Thirumalai Chemicals we strive to respect and promote human rights on Business and Human Rights in our relationships with our employees, suppliers. Our aim is to help increase the enjoyment of human rights within the communities in which we operate.

SCOPE

This policy is aligned with the principles contained in the Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights and is consistent with our Code of Conduct.

OUR OBJECTIVE

The policy aims to mitigate the risk of human rights violations that may arise due to the company's large-scale operations and collaborations with various third-party associates.

To achieve these objectives, the policy outlines procedures and action that the company will undertake in case of any reported breaches or complaints related to human rights. By implementing this policy, the company aims to minimise any negative impact on human rights arising from its operations and collaborations.

OUR APPROACH

We endeavour to respect, protect and uphold human rights across the organisation by adhering to the following principles:

- Prohibition of Child Labour and Protection of Labour Rights
- Diversity and Non-discrimination
- Safe and Healthy Workplace
- Employee Benefits
- Community Engagement
- Workplace security
- Guidance and Reporting for Employees
- Land rights and Water Resources
- Freedom of Association and Collective Bargaining

GENERAL

The company may also make changes to this policy from time to time, subsequent to any change in the provisions/clauses in this policy as deemed appropriate and such changes shall be disclosed on the Company's website.