



LABOR AND HUMAN RIGHTS POLICY



D3/135, GIDC Dahej, Phase III, Village Vav, Tal. Vagra, Dist. Bharuch – 392130, Gujarat, India.

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Labor and Human Rights

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Preface

Yash Speciality Chemicals LLP is committed to respecting and upholding the fundamental human and labour rights of all individuals associated with its operations. We believe that fair treatment, safe working conditions, and respect for dignity are essential to sustainable business practices. Our approach to labour and human rights is guided by applicable national labour laws and internationally recognized standards.

This Labour & Human Rights Policy outlines our commitment to ethical employment practices, non-discrimination, workplace health and safety, and responsible engagement with employees, contractors, and business partners. Through this policy, we aim to foster a respectful, inclusive, and compliant work environment that supports employee well-being and long-term organizational sustainability.

Policy Declaration

Yash Speciality Chemicals LLP is committed to upholding fundamental human and labour rights across all its operations. We prohibit child labour, forced labour, discrimination, and unsafe working conditions, and ensure compliance with all applicable labour laws. The Company provides fair wages, safe workplaces, and equal opportunities for all employees. We also expect our suppliers and business partners to respect these principles.

1.0 Scope

This policy applies to all employees, contractors, business partners, suppliers, and service providers of **Yash Speciality Chemicals LLP** across its operations. It covers all stages of employment, including recruitment, wages and benefits, working hours, career development, workplace conditions, occupational health and safety, and employee well-being. All parties are expected to uphold labour and human rights standards in line with the Company’s commitment to ethical and responsible business practices.

Site	Address
Yash Speciality Chemicals LLP	D3/135, GIDC Dahej, Phase III, Village Vav, Tal. Vagra, Dist. Bharuch – 392130, Gujarat, India.

2.0 Key Focus Areas

- 2.1 **Employees’ Health and Safety** – Ensure a safe and healthy workplace through training and risk management.
- 2.2 **Working Conditions** – Provide safe, clean, ergonomic, and respectful working environments that support physical, psychological, and emotional well-being.
- 2.3 **Social Dialogue** – Promote open communication through formal platforms to encourage employee engagement, participation, feedback, and grievance resolution.
- 2.4 **Career Management and Training** – Support continuous learning, professional development, performance management, and equal access to career growth opportunities.
- 2.5 **Child Labor, Forced Labor, and Human Trafficking** – Prohibit all forms of child labor, forced work, and trafficking in our operations and supply chain.
- 2.6 **Discrimination and Harassment** – Enforce zero-tolerance for unfair treatment, foster inclusion.
- 2.7 **External Stakeholder Human Rights** – Respect and protect the rights of communities, suppliers, customers, and other stakeholders.
- 2.8 **Diversity, Equity, and Inclusion** – Promote equal opportunity, non-discrimination, and inclusion in all the employment practices.
- 2.9 **Work-Life Balance** – Support flexible work arrangements and employee well-being.

3.0 Qualitative Objectives

3.1 Employee Health and Safety

- 3.1.1 Foster a strong safety-first culture across all operations.

- 3.1.2 Continuously strengthen health and safety practices to proactively manage workplace risks and promote employee well-being, with the aim of minimizing work-related injuries and absenteeism.

3.2 Working Conditions

- 3.2.1 Promote ethical conduct, psychological safety, and employee well-being across the workplace.
- 3.2.2 Continuously improve workplace facilities, systems, and practices.

3.3 Social Dialogue

- 3.3.1 Encourage open and transparent communication through structured internal channels.
- 3.3.2 Hold periodic labor–management interactions with documented discussions and follow-up actions.
- 3.3.3 Support employee representation and participation in workplace matters in line with applicable laws.

3.4 Career Management and Training

- 3.4.1 Encourage continuous professional development through structured training and learning programs.
- 3.4.2 Promote fair and transparent career growth, performance evaluation, and advancement opportunities.

3.5 Child Labor, Forced Labor, and Human Trafficking

- 3.5.1 Prevent child labor, forced labor, discrimination, and unfair employment practices across operations.
- 3.5.2 Respect and protect the dignity, rights, and equal treatment of all employees and workers.
- 3.5.3 Conduct due diligence on suppliers and business partners regarding labour practices.

3.6 Discrimination and Harassment

- 3.6.1 Maintain a respectful and inclusive workplace with zero tolerance for discrimination, bias, or harassment.
- 3.6.2 Strengthen and continuously improve grievance redressal mechanisms to ensure fair, timely, and transparent resolution of concerns.

3.7 External Stakeholder Human Rights

- 3.7.1 Respect and promote human rights across the value chain, including suppliers, customers, contractors, and local communities.

3.7.2 Maintain open communication and grievance mechanisms to address stakeholder concerns transparently and build trust.

3.8 Diversity, Equity, and Inclusion (DEI)

3.8.1 Promote fair opportunities for employment and career growth for all individuals.

3.8.2 Encourage equitable access to development and leadership opportunities.

3.8.3 Integrate diversity and inclusion principles into recruitment, development, and retention practices.

3.9 Work-Life Balance

3.9.1 Encourage a positive work culture that supports employee motivation, engagement, and work-life balance.

3.9.2 Promote employee wellness through stress management and support programs.

3.9.3 Ensure workloads are properly managed to maintain productivity and well-being.

4.0 Quantitative Targets

All targets outlined in the Labor and Human Rights Policy are based on the baseline data from FY 2024-25. Progress will be evaluated annually, with the objective of achieving key milestones by target FY 2029-30, covering key areas such as employee well-being, ethical labor practices, inclusivity, fair compensation, and responsible partnerships.

4.1 Employee Health and Safety

4.1.1 Ensure 100% employee access to health & safety information, emergency procedures, and safety instructions.

4.1.2 Increase planned safety inspections by 5% by FY 2029–30 to proactively identify and mitigate workplace risks.

4.1.3 Conduct mandatory annual safety training for 100% employees.

4.1.4 Maintain a zero-fatality objective across all operational sites.

4.2 Working Conditions

4.2.1 Conduct annual employee satisfaction surveys on working conditions, targeting ≥95% positive responses by FY 2029–30.

4.2.2 Create a safe and anonymous way for employees to share safety concerns, review them on time, respond formally, and act on practical suggestions to improve workplace safety.

4.2.3 Provide statutory healthcare and insurance benefits to 100% eligible employees by FY 2029–30.

4.3 Social Dialogue

- 4.3.1 Ensure 100% employees have access to formal grievance and feedback mechanisms.
- 4.3.2 Achieve 100% participation in employee engagement or feedback activities by FY 2029–30.
- 4.3.3 Resolve ≥95% of reported concerns within average 15 days timelines.

4.4 Career Management and Training

- 4.4.1 Conduct annual performance reviews and maintain documented development plans for 100% eligible employees.
- 4.4.2 Maintain minimum 2 man-days per employee, per annum towards training, skill development, and upskilling initiatives by FY 2029–30.
- 4.4.3 Increase internal promotions by 5% by FY 2029–30 through structured career pathways and targeted training.

4.5 Child Labor, Forced Labor, and Human Trafficking

- 4.5.1 Conduct labor compliance checks for 100% key suppliers and contractors by FY 2029–30.
- 4.5.2 Maintain zero confirmed cases of child or forced labor across own operations till FY 2029-30.
- 4.5.3 100% of employees trained annually on human rights and ethics.

4.6 Discrimination and Harassment

- 4.6.1 Conduct 2 workplace climate surveys on discrimination and harassment till FY 2029-30 through survey forms filled by 100% employees.
- 4.6.2 Maintain zero confirmed cases of discrimination or harassment.
- 4.6.3 Provide mandatory anti-harassment and DEI training to 100% employees annually.

4.7 External Stakeholder Human Rights

- 4.7.1 Ensure that 100% of supplier contracts include and comply with human rights clauses by the year 2030.
- 4.7.2 Train 100% of procurement teams on human rights policies annually.

4.8 Diversity, Equity, and Inclusion (DEI)

- 4.8.1 Increase female workforce representation by 8% by FY 2029–30, subject to role suitability and operational requirements.
- 4.8.2 Conduct two DEI awareness programs by FY 2029–30.

4.9 Work-Life Balance

- 4.9.1 Ensure 100% compliance with statutory working hours, overtime limits, and leave entitlements.

4.9.2 Offer flexible work arrangements for 100% eligible employees.

5.0 Alignment with the United Nations Sustainable Development Goals (SDGs)

The sustainability objectives and performance targets align with the following **Sustainable Development Goals (SDGs)**:



6.0 Responsibilities

- 6.1 **Senior Management:** Ensure implementation of labor and human rights policies and provide necessary resources.
- 6.2 **People Success (PS) :** Monitor compliance, manage training, and handle grievances.
- 6.3 **Chief People Officer:** Ensures implementation of labor and human rights policies, provides necessary resources, and oversees compliance, training, and ethical workplace practices.
- 6.4 **Operations & Site Leader:** Implement safety, health, and ethical labor practices on site.
- 6.5 **Employees & Contract Workers:** Follow policies, participate in training, and report concerns.
- 6.6 **Suppliers & Partners:** Comply with labor and human rights standards and ethical sourcing requirements.

7.0 Monitoring, Reporting, and Transparency


Yash Speciality Chemicals LLP is committed to regularly monitoring its labor and human rights performance across key focus areas such as employee health and safety, working conditions, social dialogue, career management and training, prevention of child and forced labor, non-discrimination and harassment, and respect for external stakeholder human rights. Key Performance Indicators (KPIs) are established for each area and tracked through internal monitoring systems to evaluate progress against defined commitments. These KPIs are reviewed on a quarterly basis, and findings are consolidated into performance reports for senior management to guide strategic decision-making. Annual assessments capture achievements,

identify gaps, and recommend corrective measures, while relevant outcomes are shared with stakeholders to promote transparency and accountability. All monitoring and reporting practices adhere to applicable labor laws, international conventions, and industry best practices, ensuring reliability, accuracy, and credibility in disclosures.

8.0 Review Mechanism and Continuous Improvement

This policy will be reviewed once in every three years, or earlier if required by the Chief People Officer to assess its effectiveness and alignment with evolving labor standards, human rights commitments, and applicable legal requirements. Feedback from audits, employee input, and stakeholder consultations will be incorporated into updates. Necessary revisions will be made to strengthen labor and human rights practices and drive continuous improvement. Any significant changes or updates will be communicated to all employees and relevant stakeholders to ensure effective implementation.

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