



**KANSAI NEROLAC PAINTS LIMITED**

**POLICY ON LABOUR STANDARDS/HUMAN  
RIGHTS POLICY**

## POLICY ON LABOUR STANDARDS/HUMAN RIGHTS POLICY

This policy will be communicated to all Employees and Workers and relevant stakeholders. KNPL will regularly review and update this policy to ensure its effectiveness and compliance with evolving legal and ethical standards.

KNPL is committed to upholding the highest standards of labour practices and ensuring a safe, fair, and equitable work environment for all Employees and Workers. This policy outlines our commitment to ethical labour practices in accordance with local laws and international standards.

### Scope:

The Policy is applicable for all the employees and workers of corporate office, R&D Centre, Depots and Manufacturing Plants of KNPL and its subsidiaries.

### Child Labour

To ensure compliance with national and international laws prohibiting the child labour, safeguard children rights and foster an ethical and responsible work environment. The company strictly prohibits the employment of individuals below the legal minimum working age (18 years) as defined by the local laws.

### Involuntary Labour/Forced Labour

KNPL prohibits the use of involuntary labour in any form. All employment must be voluntary, and Employees and Workers have the all the rights in accordance with local laws.

Additionally, KNPL have a comprehensive **Code of Conduct for Suppliers** which ensures Prevention of Child labour, forced labour or any form of involuntary labour and ensure compliance to legal requirements, thereof.

### Collective Bargaining

KNPL respects the right of its workers to exercise their lawful right of free association, Collective bargaining and provide access to appropriate grievance redressal mechanisms.

### Minimum Wage

KNPL is dedicated to providing wages that meet the legal minimum wage requirements in all jurisdictions where we operate. We ensure that all Employees and Workers receive fair compensation for their work.

### Sexual Harassment

KNPL maintains a zero-tolerance policy towards sexual harassment in the workplace. We are committed to creating a safe environment where all Employees and Workers can work free from harassment and discrimination. Appropriate measures are undertaken to address any incidents of sexual harassment.

At KNPL, we have organization wide policy on **Appropriate Social Conduct at Workplace** which is applicable to all the employees of organization. The objective of this policy is to ensure and emphasize

that any verbal or physical conduct of any employee that harasses, disrupts or interferes with another's work performance or that creates an intimidating, offensive or hostile environment, would not be tolerated.

### **Excessive Working Hours**

KNPL adheres to local laws regarding working hours and ensures that Employees and Workers are not subjected to excessive working hours.

### **Local Laws**

KNPL is committed to complying with all applicable local labour laws and regulations in the jurisdictions where we operate. We regularly review our policies to ensure compliance with legal requirements.

### **Equal Opportunity**

KNPL is an equal opportunity employer and has a dedicated policy on **Code of Conduct on Affirmative Action**. The Company ensures indiscrimination in employment in any form i.e. working age, gender, nationality, race, religion, disabilities and sexual orientation. We promote diversity and inclusion in our workforce.

### **Health and Safety**

At KNPL we have a dedicated organization wide **Occupational Health, Safety and Environment policy**. Healthy working conditions are of utmost importance and thus KNPL remains committed to ensure safe and healthy working environment to all its employees and workers. KNPL shall make continual efforts to prevent accidents and harm to occupational health and environment. While working for KNPL, every employee shall ensure its own as well as others' safety and be sensitive towards minimising the environmental impact. The attitude towards safety shall be a vital factor in determining career advancement.

The company is committed to reduce the use of specific hazardous substances in its products, every effort shall be made to provide our products together with practical advice on their handling, use and application which will not cause any harm injury to health or have an adverse impact on environment when handled, used or applied in accordance with the advice.

Training, relevant information, participation, consultation and communication are essential elements in meeting occupational health, safety and environmental objectives. To this end KNPL shall provide training as well as channels of participation, consultation and communication at every level in the organization. Safety committee, building safety culture, safety newsletter, safety bulletin, safety contest suggestion box are few examples.

The company shall conduct due diligence with respect to the environmental protection, Occupational health & Safety standards, legal compliances of any new business that it intends to acquire or merge with KNPL.

### **Grievance Redressal Mechanism**

KNPL is committed to providing a transparent and effective grievance redressal mechanism for all Employees and Workers. Employees and Workers are encouraged to report any concerns or grievances. The **Internal Complaints Committee (ICC)** is available to address issues related to grievances/harassment

(general/sexual). Contact details of ICC members are displayed on notice boards in key common areas of the organisation.

KNPL also has a **Whistle Blower Policy** in place to report genuine concerns and grievances, providing adequate safeguards against victimisation of persons using the mechanism. Details of whistle blower policy is available on the Company's website.

### **Skill Upgradation and Training**

The company is committed to fostering a culture of continuous learning and professional development for all its employees. Recognizing that the success of the organization is directly linked to the skills and capabilities of its workforce, the company will implement a comprehensive strategy aimed at upskilling and providing ongoing training opportunities

**Mr. Sudhir Rane**

**Chief Human Resource Officer**

**Date:** 1 December 2024

**Next Review:-** Need based