

## **MITSU CHEM PLAST LIMITED**

Reg. Off: 329, GALA COMPLEX, 3RD FLOOR, DIN DAYAL UPADHYAY  
MARG, MULUND (W), MUMBAI – 400 080.

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## **HUMAN RIGHTS POLICY**

At Mitsu Chem Plast Limited, we believe that respecting human rights is essential to our long-term success and sustainability. We recognize that our business has the potential to impact individuals and communities in multiple ways and that we have a responsibility to respect human rights in all our operations, supply chains, and throughout our business relationships.

We at Mitsu Chem Plast Limited ,reiterate our commitment to internationally recognized standards, including the Core Conventions of the International Labour Organization (ILO), United Nations’ Universal Declaration of Human Rights, United Nations Global Compact Principles as well as prevalent industry standards, and all other relevant and applicable statutory requirements concerning Minimum Wages, Child Labour, Freedom of association & collective bargaining, Health and Safety and whichever other requirements that impose the highest standards of conduct.

Our commitment entails respecting human rights and seeking to avoid involvement in human rights abuses, identifying, assessing and minimizing potential adverse impacts through due diligence and management of issues, and resolving grievances from affected stakeholders effectively. We endeavor to achieve our commitment by:

- ❖ being compliant with all the relevant and applicable Central and State labour laws, rules and regulations;
- ❖ undertaking an iterative, due diligence process, the focus of which is identifying, assessing and managing potential human rights risks and impacts;
- ❖ aligning our existing policies, processes and activities with our commitment to respect human rights, including those that apply to labour practices, engagement with indigenous or marginalized people, land acquisition, supply chain, and security management;
- ❖ including human rights-related requirements within our supplier code of conduct and contractual arrangements with business partners;
- ❖ ensuring our employees and business partners are fairly and reasonably paid and compensation structure is compliant with all the applicable statutory obligations;
- ❖ promoting fair working conditions and uphold human rights aligned with national laws, regulations and international standards and conventions;
- ❖ monitoring and reporting on Human Rights impact and performance of management programs;
- ❖ having zero tolerance for any form of forced, compulsory or child labour either directly or through business partners;
- ❖ preventing any and all types of harassments including sexual, physical or verbal at our workplace;
- ❖ being an equal opportunity employer and treat all employees with respect and dignity and judged solely on their performance irrespective of their race, religion, caste, gender, sexual orientation, age, or disability;
- ❖ respecting the right of all workers for freedom of association and collective bargaining, without fear of intimidation or reprisal, in accordance with national law;

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- ❖ valuing diversity, equal opportunity and the need to consider the rights of vulnerable groups such as indigenous peoples, women, migrant workers and other minorities;
  - ❖ providing robust grievance mechanism for internal and external stakeholder to address issues of human rights violations;
  - ❖ respect the rights of human rights' defenders across the business.

Mitsu Chem Plast Limited will monitor its progress toward achieving these commitments regularly. Senior management will annually review all indicators of these commitments' status and consider improvements that will continue to further support our human rights policies and practices.

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