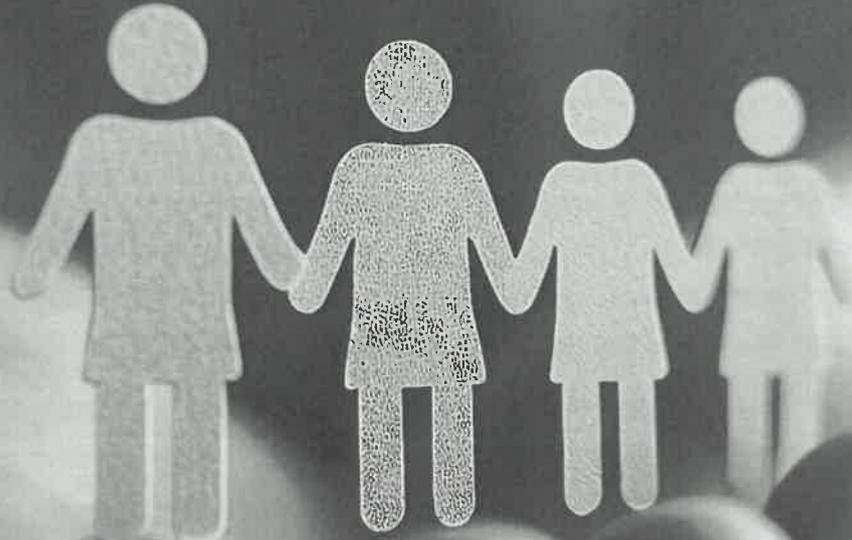


Ravindra
Heraeus



LABOUR AND HUMAN RIGHTS POLICY



Document No. : RHPL-POL-02

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Introduction

At **Ravindra Heraeus Pvt. Ltd. (hereafter “RHPL”)**, we believe that the foundation of responsible business lies in protecting the dignity, safety, and rights of every individual engaged in our operations and throughout the supply chain. Our commitment goes beyond operational excellence and innovation to promoting fair treatment, ethical conduct, and a safe work environment for employees, contractors, partners, and stakeholders.

RHPL strictly prohibits all forms of child labour, forced labour, human trafficking, hazardous work involving young workers, and any practices that compromise basic human rights. We uphold equal opportunity, fair recruitment, non-discrimination, and adherence to national and international labour standards, including ILO conventions, the Indian Factories Act, Child Labour (Prohibition & Regulation) Act, and other applicable regulations.

This policy reinforces our responsibility to ensure safe working conditions, transparent communication, equal growth opportunities, fair compensation, and full compliance with legal and ethical requirements across our value chain.

Scope

This policy applies to all employees, contractors, and partners at the RHPL site mentioned below. It covers employment practices, health and safety, training, and grievance mechanisms, and extends to our supply chain, ensuring partners uphold similar labour rights and ethical standards across all departments and functions.

Site	Address
Ravindra Heraeus Pvt. Ltd.	A -196 (A), “F” Road, M.I.A., Madri, Udaipur - 313003, Rajasthan, India.

Policy Declaration

RHPL is committed to upholding fundamental human rights and fair labour practices across all operations. We will provide a safe, inclusive, and respectful workplace, prevent discrimination and exploitation, and comply with all applicable labour laws.

We will work with employees, suppliers, and stakeholders to ensure these principles are maintained throughout our value chain, and to continuously monitor and improve our practices to protect human rights and labour standards.



Key Focus Areas

- **Employees' Health and Safety** – Ensure a safe and healthy workplace through training and effective risk management.
- **Working Conditions** – Provide working hours in accordance with regulations and ensure respectful and fair treatment for all employees.
- **Social Dialogue** – Promote open communication and employee engagement.
- **Career Management and Training** – Support skill development and equal opportunities for career growth.
- **Child Labour, Forced Labour, and Human Trafficking** – Prohibit all forms of child labour, forced labour, and trafficking across our operations and supply chain.
- **Discrimination and Harassment** – Enforce zero-tolerance for unfair treatment and foster an inclusive workplace.
- **External Stakeholder Human Rights** – Respect and protect the rights of communities, suppliers, customers, and other stakeholders.
- **Diversity, Equity, and Inclusion** – Promote equal opportunities and a diverse workforce.
- **Work-Life Balance** – Support flexible work arrangements and employee well-being.

Qualitative Objectives

1) **Employees' Health and Safety**

- Strengthen a safety-first culture through continuous monitoring, risk assessments, machine safety protocols, and compliance with the Factories Act and internal safety SOPs.
- Empower employees to proactively identify unsafe acts and report near misses without fear.
- Regularly enhance health and safety protocols to address workplace risks, promote employee well-being, and aim to achieve zero absenteeism due to work-related injuries.

2) **Working Conditions**

- Ensure fairness, respect, ethical conduct, and adherence to minimum wages, working-hour limits, weekly off requirements, and overtime regulations.
- Maintain provision of PF, insurance, health benefits, and other statutory entitlements to all eligible employees.

- Ensure compliance of working conditions with global labour standards and local regulations.

3) Social Dialogue

- Facilitate open and transparent communication through structured grievance mechanisms, suggestion platforms, and management–employee meetings.
- Encourage employee participation in workplace improvements and decision-making.

4) Career Management and Training

- Support continuous capability building through skills development, digital training, apprenticeships, and job-specific learning modules.
- Conduct transparent annual performance evaluations that define growth pathways and development needs.

5) Child Labour, Forced Labour, and Human Trafficking

- Maintain strict age-verification systems as per RHPL hiring procedures and supplier requirement.
- Strengthen supplier and partner due diligence on labour practices.
- Ensure that strict monitoring and remediation mechanisms are in place.

6) Discrimination and Harassment

- Ensure an inclusive, respectful workplace free of bias, discrimination, and harassment and strive for zero incidents of harassment or discrimination.
- Strengthen grievance redressal mechanisms to ensure fair and timely resolution.

7) External Stakeholder Human Rights

- Integrate human rights due diligence into business operations and key relationships to mitigate rights-related risks.
- Actively engage stakeholders to address potential or actual human rights impacts.
- Respect and safeguard the rights of local communities near operations.

8) Diversity, Equity, and Inclusion

- Foster opportunities for underrepresented groups in the workforce.
- Promote equal access to leadership and career advancement.
- Embed diversity, equality, and inclusion into recruitment and retention practices.



9) Work-Life Balance

- Encourage flexible, supportive, and inclusive work arrangements.
- Promote employee well-being through stress management and support programs.
- Ensure workloads are managed fairly to maintain productivity and well-being.

Quantitative Targets

All targets outlined in the Labour and Human Rights Policy are based on the baseline data from FY 2022-23. Progress will be evaluated annually, with the objective of achieving key milestones by FY 2029-30, covering key areas such as employee well-being, ethical labour practices, inclusivity, fair compensation, and responsible partnerships.

1) Employees' Health and Safety

- Ensure 100% accessibility to health and safety information and emergency protocols for all employees.
- Reduce LTIR & LTI by 40% year-on-year, targeting zero LTIR/LTI by FY 2029–30.
- Increase safety inspections by 5% till FY 2029-30 to proactively identify risks.
- Maintain zero fatalities across all operational sites.

2) Working Conditions

- Maintain 100% compliance with minimum wage norms, working-hour regulations, overtime provisions, and paid leave rules.
- Maintain 100% coverage of employees under PF (EPFO), LIC term life, and public liability insurance by FY 2029–30.

3) Social Dialogue

- Ensure 100% of employees have access to grievance channels and communication platforms.
- Achieve a 70% response rate in employee engagement activities by FY 2029-30.
- Resolve 99% of reported concerns within 30 days.

4) Career Management and Training

- Conduct annual performance reviews and establish career development plans for 100% of eligible employees.
- Allocate 20% of the training and development budget to employee skill enhancement and career growth initiatives, including relevant skill and job-related training, by FY 2029–30.

- Increase internal mobility by 10% by FY 2029-30 through structured career pathways and targeted upskilling programs.

5) Child Labor, Forced Labor, and Human Trafficking

- Maintain 100% police/background verification for all employees, contract workers, and suppliers, in line with RHPL procedures.
- Train 100% of procurement and hiring staff annually on labour compliance.
- Maintain zero confirmed cases of child labour, forced labour, or unsafe young worker employment.

6) Discrimination and Harassment

- Conduct three (3) workplace climate surveys on discrimination and harassment by FY 2029-30, with participation from 100% of employees.
- Maintain full employee compliance with anti-harassment training by FY 2029–30.

7) External Stakeholder Human Rights

- Ensure 100% of supplier contracts include human rights compliance clauses by FY 2029–30.
- Train 100% of procurement staff annually on human rights and responsible sourcing.
- Maintain zero reported human rights violations across operations.
- Conduct annual human rights impact assessments.

8) Diversity, Equity, and Inclusion

- Increase female workforce representation by 10% by FY 2029-30.
- Launch two (2) DEI awareness programs by FY 2029-30.

9) Work-Life Balance

- Offer flexible work arrangements to 100% of eligible employees by FY 2029–30.



Alignment with the United Nations Sustainable Development Goals (SDGs)

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



Responsibilities

- **Senior Management:** Ensure implementation of fair labour policies and allocate resources for employee well-being.
- **Human Resources Team:** Monitor labour conditions, oversee training programs, and address grievances.
- **Operations & Manufacturing:** Implement workplace safety and ethical labour standards.
- **Supply Chain & Procurement:** Ensure responsible sourcing and compliance with supplier labour policies.
- **Employees:** Adhere to workplace policies, report concerns, and participate in training initiatives.
- **External Stakeholders:** Support labour and human rights initiatives through responsible business practices.



Monitoring, Reporting, and Transparency

RHPL is committed to regularly monitoring its labour and human rights performance across key focus areas including 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 established commitments. These KPIs are reviewed quarterly, and findings are consolidated into performance reports for senior management to guide strategic decision-making. Annual assessments assess 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 labour laws, international conventions, and industry best practices, ensuring reliability, accuracy, and credibility in disclosures.

Review Mechanism and Continuous Improvement

This policy will be reviewed annually by the Human Resources (HR) Manager to ensure continued alignment with legal requirements, labour standards, and human rights commitments. Insights from audits, risk assessments, employee feedback, and supplier evaluations will inform updates to strengthen the policy. Necessary improvements will be incorporated promptly, and any significant revisions will be communicated to employees, suppliers, and relevant stakeholders to ensure consistent implementation across all operations.

Effective Date: 01/11/2025**Next Review Date: 01/11/2026****For Ravindra Heraeus Private Limited****Approved by: Mr. Radhey Choksi****Designation: Vice President**

Employee Acknowledgment Form

I hereby acknowledge that I have read and understood the Labour and Human Rights Policy of Ravindra Heraeus Pvt. Ltd. I am aware of the company's commitment to lawful, safe, and ethical labor practices, including preventing child and forced labour, ensuring safe working conditions, and upholding fairness, dignity, and non-discrimination.

I agree to follow these standards in my daily work, comply with all safety and conduct requirements, and report any concerns or violations. I also commit to participating in required trainings and contributing to RHPL's efforts to maintain a responsible, respectful, and compliant workplace.

By signing below, I affirm my understanding and acceptance of these responsibilities.

Employee Name : VIRENDER LODHA.
Employee ID : 2012
Department : FINANCE
Signature : 

