Working Condition Policy

1. Purpose

Deepak Nitrite Limited (DNL) is committed to ensuring safe, fair, and dignified working conditions for all employees, contract workers, and third-party personnel across our operations. This policy outlines our principles and standards to uphold human rights, ensure employee well-being, and foster an inclusive and productive work environment in accordance with global frameworks such as the DJSI and EcoVadis sustainability assessments.

2. Scope

This policy applies to all Deepak Nitrite Limited employees, including permanent, temporary, contractual, and third-party workers, across all manufacturing units, offices, R&D centres and any other business operations.

3. Key Commitments

a. Compliance with Laws and International Standards

- Adhere to all relevant national labor laws, including the Factories Act, 1948, and applicable Factory Rules, along with compliance to ILO conventions and internationally recognized human rights standards.

b. Fair Wages and Working Hours

- Ensure wages meet or exceed legal minimum standards and industry benchmarks.
- Overtime is voluntary, documented, and compensated in line with applicable laws.
- Working hours comply with legal limits and industry standards.

c. Safe and Healthy Work Environment

- Provide a safe, hygienic, and ergonomically appropriate workplace.
- Conduct periodic risk assessments and safety training programs.
- Implement robust emergency preparedness and occupational health programs.

d. Prohibition of Child and Forced Labour

- Strictly prohibit use of child labor or any form of forced, bonded, or involuntary labor.
- Ensure transparent age-verification systems during recruitment.

e. Freedom of Association and Collective Bargaining

- Respect the right of workers to form and join trade unions of their choice and to bargain collectively.
- Maintain a constructive dialogue with employee representatives and trade unions.

f. Non-Discrimination and Equal Opportunity

- Promote a workplace free from discrimination based on gender, caste, religion, race, age, disability, sexual orientation, or any other status.
- Foster inclusive hiring, development, and promotion practices.

g. Harassment-Free Workplace

- Adopt a zero-tolerance policy toward harassment, abuse, or intimidation of any kind.
- Maintain a confidential grievance redressal mechanism to address complaints swiftly and fairly.

h. Training and Capacity Building

- Invest in ongoing training for employees on labor rights, ethical conduct, safety, and workplace standards.
- Develop skill enhancement and leadership programs in alignment with our human capital strategy.

4. Monitoring, Auditing, and Continuous Improvement

- Conduct regular internal audits and third-party assessments to monitor compliance with this policy.
- Use employee surveys, grievance data, and feedback mechanisms to improve working conditions.
- Engage with suppliers and contractors to ensure alignment with our policy expectations.

5. Grievance Redressal and Whistleblower Mechanism

- Provide accessible, anonymous, and non-retaliatory channels for employees to report concerns.
- Ensure timely resolution and communication on raised grievances.

6. Governance and Responsibility

The Human Resources and EHS departments, in collaboration with plant/site leadership, are responsible for implementing this policy. Oversight is provided by the Corporate Social Responsibility and Sustainability Committee of the Board.

President – Human Resource
June 15, 2025