RESPONSIBLE CARE®
OUR COMMITMENT TO SUSTAINABILITY

DEEPAK NITRITE RESPONSIBLE CHEMISTRY

Prohibition of Child Labour & Prevention of Forced Labour at Workplace Policy

Deepak Nitrite Ltd (DNL) endeavors to provide a conducive working environment that is characterized by equality and mutual respect. DNL has adopted "No child or forced labor" policy and will not tolerate the use of child or forced labour, nor exploitation of children in any of its operations and facilities. To achieve this goal, we are proactively committed to:

- Ensure that no person below the age of eighteen years is employed in the workplace and prohibit the use of forced or compulsory labour at all our locations.
- Comply with all applicable child labour laws, including those related to wages, hours worked, overtime and working conditions.
- Ensure that no employee is made to work against the will or to work as bonded or forced labour or subjected to corporal punishment or coercion of any kind, related to work.
- Refrain from engaging with contractors, vendors, suppliers and associates who resort to using child labour and forced labour in their operations.

This policy is communicated to all concerned in an appropriate and meaningful manner.

DNL has appropriate systems and processes in place to ensure compliance with this Policy and with statutory provisions, including processing of grievances for redressal. The responsibility of implementation of the policy rest with HR team and the Security staff who do not permit under-age person to enter the factory as worker.

The employment contract and other records documenting all relevant details of the employees including age are maintained at all units and are open to verification by any authorized person. Surprise sample check of records is undertaken, and internal audit is carried out by the independent internal audit team.

President – Human Resource
June 15, 2025