RESPONSIBLE CARE®
OUR COMMITMENT TO SUSTAINABILITY

DEEPAK NITRITE RESPONSIBLE CHEMISTRY

SA8000 Social Accountability Policy

Deepak Nitrite Group is committed to conducting its business in an ethical, responsible, and lawful manner, respecting human rights, dignity, health, and safety of all individuals working within its operations and across its value chain, in alignment with SA8000: Social Accountability Standard, applicable Indian labour laws, ILO conventions, the Universal Declaration of Human Rights, and ISO 26000.

This policy applies to all permanent employees, contractual and temporary workers, apprentices, trainees, contractors, suppliers, and all people working on behalf of Deepak Nitrite Group. The organization expects its business partners to adhere to equivalent social accountability standards.

- **Ethical Conduct & Human Rights Commitment (Clause 9 – Management System)**
  Deepak Nitrite Group is committed to conducting its business ethically, responsibly, and in full compliance with applicable laws, respecting the human rights, dignity, health, and safety of all individuals working within its operations and across its value chain.
- **Prohibition of Child Labour (Clause 1 – Child Labour)**
  The Group strictly prohibits the employment of child labour in any form and ensures robust age verification processes during recruitment.
- **Freely Chosen Employment (Clause 2 – Forced or Compulsory Labour)**
  All employment with Deepak Nitrite Group is freely chosen. The organization does not tolerate forced, bonded, or compulsory labour, including retention of identity documents, deposits, or coercive practices. All employees and contract workers are free to leave employment in accordance with applicable laws and contractual obligations.
- **Health & Safety at Workplace (Clause 3 – Health and Safety)**
  Deepak Nitrite Group is committed to providing a safe, healthy, and hygienic working environment. Effective systems for hazard identification, risk assessment, emergency preparedness, occupational health, safety training, medical care, and worker participation are implemented to prevent work-related injuries, illnesses, and occupational hazards.
- **Freedom of Association & Collective Bargaining (Clause 4 - Freedom of Association & Right to Collective Bargaining)**
  The Group respects the rights of workers to freedom of association and collective bargaining in accordance with applicable laws. Workers and their representatives are encouraged to engage in open dialogue without fear of discrimination, intimidation, or retaliation.
- **Non-Discrimination & Dignity at Workplace (Clause 5 – Discrimination)**
  Deepak Nitrite Group is committed to maintaining a workplace free from discrimination, harassment, abuse, or unfair treatment. Employment decisions related to recruitment, training, promotion, remuneration, and termination are based solely on merit, competence, and experience, ensuring equal opportunity and dignity for all employees and contract workers.
- **Fair & Humane Disciplinary Practices (Clause 6 – Disciplinary Practices)**
  Disciplinary practices within Deepak Nitrite Group are fair, transparent, and corrective in nature.

The organization strictly prohibits corporal punishment, mental or physical coercion, verbal abuse, or any form of inhumane or degrading treatment, and ensures due process in all disciplinary actions.

- **Working Hours Compliance (Clause 7 – Working Hours)**
  Working hours at Deepak Nitrite Group comply with applicable labour laws and industry standards. Overtime work is voluntary, properly authorized, and limited in accordance with legal requirements, and employees are provided adequate rest periods, weekly offs, and statutory leave entitlements to ensure health and well-being.
- **Fair Remuneration & Benefits (Clause 8 – Remuneration)**
  The Group ensures that all employees and contract workers receive fair and lawful remuneration. Wages meet or exceed statutory minimum wages, are paid on time, and are sufficient to meet basic needs, with no unauthorized deductions and full compliance with statutory benefits such as provident fund, insurance, gratuity, and bonuses.

CEO & Executive Director
Date: 01-10-2025