



CHAMBAL FERTILISERS AND CHEMICALS LIMITED

Human Resource and Employee Relations Policy

Chambal Fertilisers and Chemicals Limited ("Chambal") believes that human resource is the back bone of an organisation and building a culture of mutual trust and respect with the principles of fairness and transparency play a vital role in the success of organisation and well-being of employees.

In pursuit of this policy, Chambal is committed to:

- (i) Provide and maintain equal opportunities at the time of recruitment as well as during the course of employment irrespective of caste, creed, gender, race, religion, disability or sexual orientation.
- (ii) Ensure non-deployment of child labour, forced labour or any form of involuntary labour, paid or unpaid in any of its plants or offices.
- (iii) Take cognizance of the work-life balance of its employees, especially that of women.
- (iv) Provide facilities for well-being of its employees including those with special needs and ensure timely payment of fair living wages to meet basic needs and economic security of employees.
- (v) Provide a workplace environment that is safe, hygienic, humane, and which upholds the dignity of the employees.
- (vi) Ensure continuous up-gradation of the skills and competence of its employees by providing access to necessary learning opportunities on an equal and non-discriminatory basis.
- (vii) Respect the right of freedom of association, participation and collective bargaining and provide access to appropriate grievance redressal mechanism.
- (viii) Promote employee morale and career development through appropriate human resource interventions.
- (ix) Create systems and practices to ensure a harassment free workplace where employees feel safe and secure in discharging their responsibilities.

This is an overarching policy and is supported by a set of internal policies and guidelines which may be updated from time to time.

for Chambal Fertilisers and Chemicals Limited

Anil Kapoor
Managing Director

Date: February 11, 2017