



## **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) Maintain responsible business conduct and uphold a culture of respect, honesty, fairness and transparency.
- (ii) 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.
- (iii) Ensure non-deployment of child labour, forced labour or any form of involuntary labour, paid or unpaid in any of its plants or offices.
- (iv) Take cognizance of the work-life balance of its employees, especially that of women.
- (v) 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.
- (vi) Provide a workplace environment that is diverse, safe, hygienic, humane, and which upholds the dignity of the employees.
- (vii) 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.
- (viii) Respect the right of freedom of association, participation and collective bargaining and provide access to appropriate grievance redressal mechanism.
- (ix) Promote employee morale and career development through appropriate human resource interventions.
- (x) Create systems and practices to ensure a harassment free workplace where employees feel safe and secure in discharging their responsibilities.
- (xi) Ensure prompt, fair and effective grievance redressal for all employees, pertaining to grievances arising from employment and working conditions.

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**

**Sd/-**

**Abhay Baijal**  
Managing Director

Date: 8<sup>th</sup> August, 2023