



Crystal Crop Protection Limited Human Rights Policy

1. Preamble

Crystal Crop Protection Limited (“Crystal” of “the Company”) accords high priority to Human Rights Protection and encourages a culture which recognizes the respect and dignity of its employees and other value chain people associated with them. This is duly enshrined in the core values of the Company and reinforced by our corporate business principles and Code of Conduct.

2. Purpose

The purpose of framing this policy is to set guidelines for operations which are carried out as per applicable national and international laws which justify basic respect and adherence to the human rights standards

3. Scope

This policy shall apply to:

- 3.1. All on-roll employees of Crystal Group Companies,
- 3.2. All third-party roll employees,
- 3.3. All outsourced & contractual employees,
- 3.4. Consultants of all Crystal Group Companies.
- 3.5. All customers, auditors, service providers and visitors will be at their office premises and plant locations.

4. Policy brief

Crystal is committed in providing equal employment opportunities, without any discrimination on the ground of age, color, disability, marital status, nationality race, religion, or sexual orientation and will not engage in any kind of verbal & physical harassment based on any of the above or any other reason.

We are committed to the fundamental labor principles listed below

5. Non-Discrimination Policy





- 5.1. The Crystal will not discriminate at the workplace, based on religion, race, caste, sex, place of birth, descent, sexual orientation, gender identity, disability, age, or any of them. ("**Discrimination Characteristics**")
- 5.2. Any person who believes himself or herself to have been subjected to adverse discrimination based on the Discrimination Characteristics is encouraged to bring the matter to the attention of the Grievance Redressal Committee at their respective location at the earliest practical opportunity. No person will be punished, retaliated against, or limited in employment or another opportunity for exercising anything set out in this Policy, or for filing a complaint, furnishing information for, or participating in an investigation, or any other activity related to the administration of this Policy.
- 5.3. Any adverse discrimination or other action or behaviour that constitutes a violation of the law will be reported to the police.

6. Equal Opportunity Policy

- 6.1. Crystal provides equal opportunities to its employment, consultancy or otherwise without regard for the Discrimination Characteristics. All actions of Crystal regarding its employees, consultants, advisors, interns, and staff, including but not limited to those relating to compensation, benefits, transfers, leave, layoffs, training, education, and assistance, will be made without regard for the Discrimination Characteristics.
- 6.2. Employment with Crystal will be based on merit and not on any irrelevant attributes or characteristics that an individual may possess.
- 6.3. Development and promotional opportunities will be based on performance ability and potential and will be consistent with the need of the business.
- 6.4. In accordance with the provisions of the Rights of Persons with Disabilities Act, 2016 and the Rules made thereunder ("RPwD"), it is Company's Policy to ensure that the work environment is free from any discrimination against persons with disabilities. Further, the Company will take all actions to ensure that a conducive environment in lieu of the RPwD shall be provided to persons with disabilities to perform their role and excel in the same.
- 6.5. Notwithstanding anything contained in the previous paragraph, if Crystal reasonably believes that its employment, workplace or premises do not adequately represent the balance of diversity of persons who share one or more of the Discrimination Characteristics, it may, with the aim only of redressing that imbalance, take positive discriminatory action in respect of persons who share that aspect, or those aspects, of the Discrimination Characteristics that are sought to be adequately represented.





6.6. Any person who believes himself or herself to have been subjected to adverse discrimination, or impermissible positive discrimination, based on the Discrimination Characteristics is encouraged to bring the matter to the attention of the Grievance Redressal Committee of Crystal at the earliest opportunity

7. Forced labour

No employee is made to work against his/her will or work as bound/forced labour, or subject to corporal punishment or coercion of any type related to work.

All employees are supposed to be working on mutually agreed terms which are defined in the appointment letter and duly accepted by them.

8. Child labour

All employment is strictly monitored with valid documentation to ensure that none is hired by the Company directly or indirectly below the age of 18 years.

9. Freedom of expression

There are multi-forum engagements with employees where they can freely express their concerns and give suggestions to improve working conditions and enhance their skills to add to their overall wellbeing and performance. These suggestions, if applicable, are implemented in time bound manner. There are periodic employees pulse surveys, without disclosing their identity, to get direct feedbacks which are shared openly and required action, if desirable to be taken to address any suggestions

10. Implementation of the Human Rights Policy

Crystal has clear General guidelines and defined policies which govern its commitment toward Human Rights.

Code of conduct for all employees which forms part of the induction program when any employee joins the organization. In addition, refresher training programs shall be imparted from time to time for the policies and the Code of Conduct of the Company **focusing on Human rights.**

Policies and Code of Conduct are published on the corporate website

<https://www.crystalcropprotection.com/corporategovernance>

11. Role and Responsibility

Employees Responsibilities





All Crystal employees have the following responsibilities.

- To comply with the policy and all applicable laws and regulations.
- Compliance is required whenever an employee acting in their capacity as a representative of the Company.

Managers Responsibilities

Managers and Supervisors have the following additional responsibilities.

- To take responsible steps to resolve complaints or noncompliance that are brought to their attention and to maintain confidentiality as per practice.

