



## HUMAN RIGHTS POLICIES

DEREWALA®

DEREWALA INDUSTRIES LTD. E- 72 & 73, EPIP, Sitapura Industrial Area, Tonk Road, Jaipur-302022 has a policy to reserve & support the rights of their workers as a human being, to maintain this motto we have several policies for good implementation & following policies are good examples of that.

1. We Carry out Human Rights Due Diligence process to identify, prevent, mitigate and account for adverse human rights impacts that are connected with our business.
2. We protect any kind of discrimination in our organization, we have anti-discrimination policy in our organization.
3. We are not taking forced labor in our organization; people can move from our organization on their choice. We are not supporting human trafficking in any form & if found any matter in this concern, immediately informed to the near police station.
4. We respect the women & their requirement for privacy, so we provide separate toilets & change room for their convenience & privacy.
5. We are not suggesting our female worker for pregnancy test during or before hiring.
6. We support the right of freedom of association & workers choose their own representative through democratic manner & formed Works Committee, this committee represent worker's problems & suggestions before management.
7. We are providing potable water to all worker free of cost for their good health.
8. We provide dining area for taking lunch in a good manner.
9. Cleanliness of workplace maintain regularly that preserve their right of work in a good workplace.
10. We provide free of cost PPE to all concern worker during work to protect accident.
11. We have equal remuneration policy for equal working either male or female.
12. Health & safety committee working to resolve worker's health & safety issues in organization.
13. Worker can easily move to assemble at assembly area in case of any emergency.
14. Workers can freely move within factory without any restriction.
15. Workers can refuse or accept overtime working on their choice, only voluntary overtime allowed, no forced overtime.
16. We are not taking bond, original documents from any employee to reserve their right to choose any job anywhere.
17. We are giving wages which are equal or more than minimum wages declared by State Government to preserve their right of living wages.

We shall Communicate this policy annually with our stakeholders about human rights due diligence efforts & remedial activities.

We expect from our suppliers, customers & all stakeholders that they should follow above requirements.

Policy Endorsed by

For Derewala Industries Limited

Managing Director Director

Effective date: - 1.4.21

### **Derewala Industries Ltd.**

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