

ETHICS, HUMAN RIGHTS & LABOUR POLICY


It's our culture at **Deepak Nitrite Ltd.** to respect human rights, foster freedom, dignity equality and integrity.

We strive to incorporate Global Compact Principles and International Standards into our strategies to lead in good governance & ethical practices.

We are committed to:

- Forbid any kind of child, forced, bonded or involuntary labour.
- Avoid corruption, extortion, embezzlement and other unlawful incentives.
- Safeguard and make only appropriate use of confidential information.
- Protect stake holders' privacy and valid intellectual property rights.
- Take decisions based on merit and promote fair competition.
- Ensure no discrimination based on gender, age, social origin, disability and religion.
- Provide working environment free of harsh and inhumane treatment, devoid of sexual harassment or sexual abuse.
- Follow working hours and pay compensation, as per applicable national law.
- Proactive compliance with all applicable statutory, regulatory and other requirements.

We communicate our policy to all concerned and encourage our subcontractors and suppliers to adopt similar policies and practices.

A handwritten signature in black ink, appearing to be "S. K. Singh", written over a light blue rectangular background.

Chief Executive Officer & Executive Director

April 11, 2016