

Deccan is committed to respecting and safeguarding Labor & Human rights across all its operations. The Labor & Human Rights Policy provides a structured framework that guides the Company and its employees in upholding these principles and ensures that the same standards are expected from our business partners and other external stakeholders. Deccan uploads all applicable internationally recognized human rights in line with the Universal Declaration of Human Rights and the conventions of the International Labour Organization (ILO) conventions. Through this policy, Deccan clearly states that it does not tolerate any form of human & labor rights abuse or violation, whether within the organization or in the conduct of parties it engages with.

The policy also supports our employees in promoting and respecting human rights in their daily work. By embedding these principles into our business practices and partnerships, we aim to ensure that our entire value chain operates responsibly and remains free from human rights violations.

The Human & Labor rights Policy applies to all our employees and all our business partners, with supplier's compliance ensured through contractual provisions.

Labor and Human Rights Commitments

- ❖ Committed to provide and maintain a safe and healthy workplace by addressing risks of accidents, injuries and hazards on a continuous basis
- ❖ Complies with all applicable labor laws and industry standards regarding minimum wages, working hours, overtime, leave entitlements, and employee benefits. The Company ensures that employees are fairly compensated and treated in accordance with legal and ethical standards, with due regard to employee well-being.
- ❖ Committed to regularly assessing individual employee performance and to continuously developing employee skills and capabilities through targeted training. Deccan also commits to providing opportunities for individual development and career advancement in line with organizational and employee needs.
- ❖ Promote a positive workplace culture that supports work-life balance and encourages the mental well-being of all employees.
- ❖ Deccan respects employee's rights to freely join or form associations, organize, and participate in collective bargaining in accordance with applicable laws. No employee will face discrimination, harassment, or retaliation for exercising these rights.
- ❖ We provide opportunity to its workforce for various learning and development programs that are relevant to their role in the organization without differentiation on grounds of gender, age, or physical abilities.
- ❖ Deccan strictly prohibits child labor. The Company complies with all applicable laws to ensure that no child is employed in work that may harm their health, safety, or education. Age verification is conducted prior to employment to prevent child labor, and while Deccan does not employ young workers, it remains committed to safeguarding the rights and well-being of any legally permissible young workers, in line with applicable laws and standards.
- ❖ Deccan does not employ nor accept any form of forced or bonded labor, prisoners or illegal workers.
- ❖ Deccan values diversity and promotes an inclusive workplace where differences are respected and employees feel valued and supported.
- ❖ Engaged to create a work environment where all individuals are treated with dignity, respect, and fairness, and are provided with equal opportunities for growth and development. Employment-related decisions, including recruitment, promotion, performance evaluation, training, and compensation, are based on merit, qualifications, and business needs. Discrimination or harassment of any kind is not acceptable, and Deccan expects all employees to conduct themselves in a manner that supports a respectful and inclusive working environment.
- ❖ Deccan has a remediation procedure to address cases of discrimination, harassment, or child labor, which includes assessing the severity of the issue, implementing appropriate corrective actions, maintaining clear communication with relevant stakeholders, and monitoring the effectiveness of remedies to ensure long-term resolution and support for affected individuals.
- ❖ This policy is reviewed annually and updated in accordance with legal changes and feedback from staff



G.S. Raju

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POL-006 / Rev.00.

01/02/2026