



Somany Ceramics Limited

POLICY ON HUMAN RIGHTS

Philosophy

Somany respects the human rights of all relevant stakeholders and groups within and beyond the workplace, including that of communities, consumers, vulnerable and marginalized groups. The company is committed towards human rights and fair treatment and conducting the operations with honesty, integrity and openness with respect for human rights and interests of employees.

Policy

1. The company shall integrate respect for human rights in management systems, in particular through assessing and managing human rights impacts of operations, and ensuring all individuals impacted by the business have access to grievance mechanisms.
2. The company shall recognize and respect the human rights of all relevant stakeholders and groups, including that of communities, consumers, and vulnerable and marginalized groups.
3. The company shall, within its sphere of influence, promote the awareness and realization of human rights across their value chain.
4. The Company shall encourage its business partners and third parties with whom it conducts business to abide by this policy.
5. The Company prohibits the following practices and will not knowingly do business with any individual or company that participates in following:
 - Exploitation of children including child labour;
 - Physical punishment and violence towards employees, specifically when based on gender, origin, religion or sexual orientation;
 - Forced or compulsory labour, unlawful discrimination in employment and hiring practices;
 - Provision of unsafe working conditions;
 - Salary payments (or deductions) that illegally leave the worker below minimum wages;
 - Illegal overtime regulations
 - Prohibition of freedom of association and right to collective bargaining.

Grievance Redressal

Any violations of this policy or grievances can be reported to HR Head. Violation of this policy can lead to disciplinary actions including termination of employment or business relationships with our value chain partners.