

## Human Rights Policy

The values of Coromandel International Limited are guided by international human rights principles, including the Universal Declaration of Human Rights, which states that "all human beings are born free and equal in dignity and rights." The Company is constantly working to improve its employees' and communities' understanding of human rights principles and related policy. It acknowledges that violation of human rights has an adverse impact, both, within and outside, Coromandel's operational boundaries.

This Human Rights Policy applies to all entities of Coromandel and stakeholders that engages with the Company for their business operations. Accordingly, the policy is to be adhered not only by its employees but also by its customers, contractors, suppliers, and all other third-party business associates. The Policy is based on the following principles.

### **1. Prohibition of Child Labour and Protection of Labour Rights:**

Coromandel abides to local laws and regulations governing the minimum age of employment and ensures no child labour is in place. Coromandel prohibits any form of child labour in its premises, including offices, factories, and warehouses. The Company incorporates non-negotiable clause in its contracts with the third-party vendors relating to prohibition on the use of child labour and conducts periodic inspections.

### **2. Anti-Harassment and Non-discrimination:**

The Company is committed to give everyone an equal opportunity and it will not tolerate any form of discrimination or harassment. All employees are required to ensure that their workplaces are free from discrimination or harassment based on their race, gender, age, nationality, social status, disability, ethnicity, religion, sexual orientation, political opinion, or any other status. Any form of sexual or other harassment, abuse, or bullying that is threatening, humiliating, offensive, or intimidating will not be tolerated and will be addressed accordingly.

### **3. Modern Slavery & Human Trafficking:**

Modern slavery is a crime and a violation of fundamental human rights. It takes many forms, including slavery, servitude, forced and compulsory labour, and human trafficking, all of which involve the deprivation of a person's liberty by another to exploit them for personal or commercial gain. The Company has a zero-tolerance policy for modern slavery and human trafficking. It is committed to act ethically and with integrity in all its business dealings and relationships, as well as implementing and enforcing effective systems and controls to ensure that modern slavery does not exist anywhere in our its business or in any of its supply chains.

### **4. Freedom of Association and Collective Bargaining:**

The Company respects its employees' right to join, form, or opt out of a labour union without fear of retaliation, intimidation, or harassment. Employees at Coromandel are not prohibited from joining or being affiliated with such unions, and their choices are respected. The Company is willing to engage in constructive dialogue with any such associations if required by law. Employees are compensated competitively in relation to the industry and local labour market, as well as in accordance with the terms of collective bargaining agreements, wherever applicable. The Company works hard to ensure that all applicable wage, work hours, overtime and benefits' laws are followed.

**5. Safe and Healthy Workplace:**

The Company is committed to ensuring the safety of all its employees, customers, business partners, and visitors. Employees are encouraged to create a safe and healthy working environment and are required to report any unsafe or hazardous condition as soon as possible; refrain from possessing, consuming, or distributing prohibited drugs or controlled substances at work. A healthy and secure workplace is its priority, and it follows all applicable workplace safety laws, regulations, and standards.

**6. Working hours, wages, and benefits:**

The employees are compensated competitively in line with the industry standards and the local labour market. The Company strives to promote work-life balance by providing equal benefits to all its employees. It intends to ensure that all laws related to applicable wages, working hours, overtime, and benefits are strictly followed.

**7. Equal Remuneration:**

The Company is committed to observing its obligations in terms of the Equal Remuneration Act 1976 ('ERA') (as amended thereafter) and the Regulations in terms thereof, specifically the principle of Equal Pay for same work or work of similar nature irrespective of gender.

**8. Diversity and Inclusion:**

Coromandel values and advances diversity and inclusion in its workplace. Qualifications, performance, skills, and experience are the basis for recruitment, hiring, placement, development, training, compensation and advancement at the Company. It respects Lesbian, Gay, Bisexual, Transgender and Queer people and emphasize that LGBTQ identities and behaviours are intersectional with other markers of identity and experience such as race, gender, ethnicity, nationality, age, language, religion, economic background, and any other status.

**Our Compliance Program**

To ensure that human rights violations are minimized, the Company gives importance to a well-designed compliance program to ensure that:

- Coromandel complies with all relevant human rights laws and regulations. The Company takes effort to identify operations that are at risk of human rights violations and take appropriate mitigation measures on a regular basis. Its commitment to responsible, honest, and ethical behaviour is reflected in its Code of Conduct and organizational values.
- Coromandel conducts awareness programs and provide trainings regarding human rights for its stakeholders including its employees.

The Company expects all the Stakeholders of Coromandel to abide and follow this Human Rights Policy of the Company.