



SOCIAL ACCOUNTABILITY 8000: 2014 POLICY

Doc.# BNL-API/CHEM-HRM-POL-000004

Ref. SOP #: BNL-API/CHEM-QA-SOP-000079

We, IOL Chemicals and Pharmaceuticals Limited are committed to provide a socially accountable work environment to all employees and uphold ethical business practices by respecting employees' right to ensure a conducive workplace.

IOL Chemicals and Pharmaceuticals Limited:

- Will not engage, Support or Tolerate the use of:
 - Child Labour
 - Forced or Compulsory Labour
 - Discrimination based on Race, National or Social origin, Caste, Birth, Religion, Disability, Gender etc.
 - Mental or Physical coercion, Verbal abuse, Harsh or Inhumane treatment of personnel.
- Will comply with all the requirements as outlined by applicable Laws & their Interpretation about:
 - Health & Safety
 - Working Hours
 - Remuneration
- Will respect & effectively communicate on Freedom of Association & Right to Collective Bargaining.

These shall be achieved by:

- Systematically implementing the requirements of SA8000
- Setting and periodically reviewing Social Accountability objectives and targets
- Enhancing awareness among employees and interested parties through their active participation
- Reviewing the policy regularly to continually improve, taking into consideration changes in the legislation, code of conduct & any other company requirements.

This Policy shall be implemented across the organization and communicated to all stakeholders.

Varinder Gupta

Managing Director

Ver.# 1 (Effective Date: 31.01.2026)