



I N D I A

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POLICY ON HUMAN RIGHTS

Jesons Industries Limited (JIL) believes that all their employees must live with social and economic dignity and freedom, regardless of nationality, gender, race, economic status or religion. In the management of its businesses and operations therefore, JESONS INDUSTRIES LIMITED ensures that it upholds the spirit of human rights as enshrined in existing international standards such as the Universal Declaration and the Fundamental Human Rights Conventions of the ILO.

We strive to respect and promote human rights in accordance with the UN's Guiding Principles on Business and Human Rights. Our aim is to help increase the enjoyment of human rights within the communities in which we operate. Our Human Rights Policy is a cornerstone in these endeavors. Our Human Rights Policy applies to JESONS INDUSTRIES LIMITED, the entities that we own, the entities in which we hold a majority interest, and the facilities that we manage. It includes the following twelve components:

- Respect for Human Rights
- Community and Stakeholder Engagement
- Diversity and Inclusion
- Freedom of Association and Collective Bargaining
- Safe and Healthy Workplace
- Workplace Security
- Forced Labor and Human Trafficking
- Child Labor
- Work Hours, Wages and Benefits
- Land Rights and Water Resources
- Healthy Lifestyles
- Guidance and Reporting for Employees

At JESONS INDUSTRIES LIMITED, it is every employee's responsibility to maintain a work environment that reflects respect for human rights and is free from all discrimination and harassment, aligned with our Human Rights Policy.

Consideration of Human Rights Impacts Across the Supply Chain

As a large and multi-product enterprise whose products are benchmarked nationally and internationally, JESONS INDUSTRIES LIMITED's main supply chains can be grouped as follows:



Jesons Industries Limited

Manufacturer of Specialty Coating Emulsions & Pressure Sensitive Adhesives

904, Peninsula Tower - 1, Peninsula Corporate Park, Ganpatrao Kadam Marg, Lower Parel (W), Mumbai - 400 013, India.

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INDIA

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1. For all its operations, technology, machinery and equipment are sourced from reputed and globally benchmarked suppliers/vendors who are expected to follow internationally accepted norms and standards on human rights.
2. JESONS INDUSTRIES LIMITED's major businesses are vertically integrated across several divisions. A substantial part of the supply chain is therefore internal through strategic backward linkages. Common values relating to human rights performance are shared across this supply chain.
3. The raw material is procured from state-controlled trading platforms and the open market.
4. JESONS INDUSTRIES LIMITED's business consists of supply chains comprising local vendors and suppliers. The policy framework for such entities is enunciated separately in 'Policy to Ensure Respect for Human Rights across the Supply Chain'.

Policy to Ensure Respect for Human Rights Policy across the Supply Chain

JESONS INDUSTRIES LIMITED provides products and services of superior quality and value by sourcing its technologies, equipment and inputs from reputed international and Indian manufacturers and suppliers. Common values, relating to human rights performance, are shared across the entire supply chain because JESONS INDUSTRIES LIMITED is committed to the importance of a socially responsible and accountable supply chain.

JESONS INDUSTRIES LIMITED nurtures an internal working environment which respects human rights without prejudice. Likewise, it expects its business partners to establish a human rights compliant business environment at the workplace.

Implementation

The responsibility for implementation of this policy rests with the Business Head and the HR Head. The policy is communicated internally through displays & training, and externally by the HR personnel of JESONS INDUSTRIES LIMITED to vendors/suppliers.

Mr. Dhires Gosalia

Chairman & Managing Director

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