

CORPORATE SOCIAL ACCOUNTABILITY POLICY

At Gujarat Fluorochemicals Limited, along with its subsidiaries – GFL Americas LLC., GFL GmbH, GFL GM Morocco, our Social Accountability is based on a set of strong principles that reflects our dedication to ensuring a healthy, safe and ethical workplace that upholds the highest standards for our employees.

The Company is committed to protecting workers' rights and improving labour conditions and social performance within the organization and also in all its stakeholder partnerships and relationships. The Company supports the Principles of the United Nations Global Compact (UNGC), which are derived from the 1948 Universal Declaration of Human Rights.

The Company is committed to complying with all the requirements stipulated in the SA8000-2014 standard and to its principles and implementing the same in an effective and efficient manner, under the patronage of its employees and other stakeholders and will respect international instruments and their interpretation on social accountability issues included in various ILO Declaration and UN Conventions.

We shall strive to continually improve the ways in which we promote, communicate, and manage our Social accountability obligations with our employees, clients, suppliers, subcontractors, and the wider communities in which we operate. We shall not knowingly conduct business with clients, suppliers, or subcontractors that fail to comply with the requirements of SA8000, and hence, undermine our standards, damage our reputation and/or threaten our commercial success.

The Management of the company is committed to conforming to the following foundational elements:

1. **Child Labour:** No worker who is less than 18 years of age shall be directly or indirectly deployed in any of its operations.
2. **Forced or Compulsory Labour:** There shall be no use of forced or compulsory labour and an environment of "free will" of work without any threat of punishment or retaliation shall be established.
3. **Health and Safety:** A healthy and safe working environment for all personnel employed or contracted shall be provided.

4. **Freedom of Association:** Respect and support the right to freedom of association and workers and their organization shall not be subjected to any discrimination in the workplace.
5. **Non Discrimination:** To provide equal opportunity to all its employees and all qualified applicants for employment without discrimination of any kind, encourages positive discrimination in favor of socially disadvantaged communities, providing potential employees fulfill its merit-based criteria.
6. **Disciplinary Practices:** All personnel shall be treated with dignity and respect. All disciplinary actions are in accordance with the law.
7. **Security Practices:** The security practices shall have due considerations towards human rights under all circumstances.
8. **Working Hours:** The Company shall comply with applicable laws and industry standards on working hours.
9. **Compensation Practices:** The Company shall ensure that its workforce is paid wages that meet or exceed the minimum wages laid out legally or as per local industry standards.
10. **Supply Chain Practices:** The Company shall promote human rights practices in its supply chain through various engagement forums, training, surveys, and third-party audits and by inclusion as a criterion in the vendor registration process.
11. **Management System:** The Company shall continuously track its human rights and social performance through establishing effective management systems. Any complaint or grievance shall be addressed judiciously and used as input to further improve the systems and processes.



Dr. Bir Kapoor
Chief Executive Officer

Date-1st January, 2022