

Social Accountability Policy

Purpose and Scope

DCM Nouvelle Limited is committed to protect employees' rights and improve the working conditions by keeping in mind the basic human rights required at workplace, which will allow them to work with dignity.

This Policy is applicable to all types of employees i.e., executives, staff, workmen, contract/sub-contract labour.

Free Chosen Employment

Forced, bonded, or indentured labour or involuntary prison labour is not to be used under any circumstances. All work will be voluntary, and employees are free to leave upon reasonable notice.

Child Labour Avoidance

Child labour is not to be used in any stage of manufacturing by the company or contract/sub-contract labour under any circumstances. Any labour under the age of less than 18 years shall be considered as Child Labour.

Working Hours

Employees working hours shall comply with all applicable labour laws and regulations and are eligible to take weekly off per seven-day week.

Compensation Practices

Compensation paid to employees shall comply with all applicable labour laws and regulations.

Overtime Policy

"Overtime" means the time that the employee works during a day or week in excess of the employee's ordinary hours of work. For the extra time spent by employee, be it planned or situation based, equivalent reward/compensatory off shall be paid to the employee as per the terms of Basic Conditions of Employment Act.

Non-Discrimination

No discrimination based on race, colour, age, gender, sexual orientation, ethnicity, disability, pregnancy, religion, political affiliation, union membership or marital status in hiring and employment practices such as promotions, rewards, and access to training shall be dealt with any employee.

Freedom of Association

Employees are free to associate, join or not join labour unions, seek representation, join workers councils in accordance to applicable labour laws and regulations. Employees shall be able to communicate openly with management regarding working condition without fear of reprisal, intimidation, or harassment.

Human Treatment

There shall be no harsh and inhuman treatment, including any sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse of employees shall be allowed or accepted under any circumstances.

Matters related to Sexual Harassment shall be dealt as per the guidelines mentioned in ICC (Internal Complaint Committee).

Health and Safety

DCM Nouvelle Limited is committed to providing a healthy and safe working environment for all personnel employed or contracted by the company.

Management System

DCM Nouvelle Limited continuously tracks its human rights and social performance through establishing effective management system. Any complaint or grievance is addressed with utmost sincerity and is being considered as an important input for improvement in our existing systems and procedures.

For DCM Nouvelle Limited

Sd/-

Rakesh Goel

Whole Time Director

Date: 05.05.2022

Place: Hisar

***The policy has been approved/signed by the whole time Director of the Company on May 05, 2022**