

Calimara Human Rights Policy & Workforce Practices

Calimara values its relationship with its employees and is committed to promoting open and participatory workplaces and work-practices based on respecting universal human rights and at the same time encouraging employees to create value by doing their best.

Calimara Workforce Practices & Human Rights Policy is based on standards of human rights according to the United Nations Universal Declaration of Human Rights, International Labour Organization Declaration of Basic Work Principles and Rights and United Nations Global Compact.

- **Safe & Healthy Workplace & Work-Practices**
Calimara is committed to providing safe and healthy workplaces and work-practices and shall have these regularly certified as such by external audits.
- **Working Hours & Wages**
Calimara is committed to carrying out its activities in compliance with applicable labour laws and in conformity with local / community practices and preferences, including wages, overtime and savings, insurance and gratuity schemes and leave entitlements. Calimara offers opportunities and training to its employees through which they can develop their abilities and capacities for self-improvement and advancement.
- **Freedom of Association and Collective Bargaining**
Calimara respects the dignity of the individual and the basic right of employees to associate and/or to lawfully organize themselves into interest groups, independent of supervision by the management.
- **Prohibition of Forced Labour**
Calimara forbids the employment or use of all forms of forced / bonded labour.
- **Prohibition of Child Labour**
Calimara does not employ or engage children or adolescents below the age of 18 years. The Company is against all forms of exploitation of children.
- **Avoid Discrimination**
Calimara values its employees and their contributions and is committed to providing equal opportunity at its workplaces free from discrimination or physical/verbal harassment based on race, caste, religion, social origin, gender, sexual orientation, political views, age or disability/special needs.



Objectives and Targets

- To comply with current labour laws, including those concerning working hours, overtime and minimum wages.
- To employ and/or engage with differently-abled workers.
- To increase the ratio of women employees.
- To conduct frequent training programmes for increasing employee awareness and knowledge about health, safety and environment.
- To review and design new technologies and machinery to make the work-place more safe and healthy.
- To give preference to suppliers who are compliant with environment, health and safety regulations.



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