



# Dhanveen

Pigments Pvt. Ltd.

## HUMAN RIGHTS AND LABOR STANDARDS POLICY

**DHANVEEN PIGMENTS PVT. LTD.** Believes that it our responsibility towards Human Rights and comply with international laws. We value the attitudes, behaviours and decisions of all our employees. Human Rights and Labour Standards Policy is an important and critical part of our commitment to these values, as its focus is to ensure that our employees are treated with dignity, fairness and respect.

- **Our Code of Conduct and Ethics: -**

The purpose of this policy is to ensure that all our employees and those acting on our behalf are aware of the standards of ethical behaviour and integrity in all business dealings that are required of all Directors, management and staff. These standards protect us from business risk and support in development of trust and positive relationships with all business associates, colleagues and partners.

- **Our Workplace Practices: -**

At **DHANVEEN PIGMENTS PVT. LTD.**, we strive to attract, engage and retain employees who can help deliver our business strategy in a way which aligns with our core commitment, our core values, and integrity in all we do. We recruit highly competent individuals on the basis of appropriate education, training, skills, and experience.

Our commitment to our employees is to respect and uphold their ideas in all aspects of their employment and engagement with **DHANVEEN PIGMENTS PVT. LTD.**

- **Employee Rights: -**

We believe that employees should know their rights in respect of their employment with our Company. Employees have joined **DHANVEEN PIGMENTS PVT. LTD.** by their own free will and in full agreement to the proposed terms and conditions framed by **DHANVEEN PIGMENTS PVT. LTD.**

We do not engage in forced labour in any way, and we do not employ children in any part of our business operations. We maintain open and direct communication with our employees through our Human Resources Department and encourage their full participation in our business. We provide updates to employees about business activities and results, and all other matters which affect them, or may help them in performing their roles more effectively.

During the course of employment, management and members of our Human Resources team are committed to responding to all questions or grievances raised by employees relating to terms and conditions, ideas and any other matters of concern regarding Technical Process.

- **Employee Health and Safety: -**

**DHANVEEN PIGMENTS PVT. LTD.** aims to provide all employees with a workplace which is healthy and safe, and free from all known health and safety risks. We observe all laws and regulations regarding employee safety and nominate Safety Officers in key locations to ensure safe working practices are upheld.

We uphold the ISO 45001:2018 standard for health and safety management and an integrated quality, Human Rights and Labour Standards Policy for environment, health and safety and supply chain policy.

**DHANVEEN PIGMENTS PVT LTD**

**BHUPAT RAMOLIA**  
Director



Plot No. 3105 / 3106 / 3107 - Phase III, Nr. JRD Denims, GIDC, Panoli Industrial Estate - 394116 (Gujarat), INDIA

+91 2646 272808 | +91 98241 28555  
+91 2646 272500 | +91 98241 98555

info@dhanveenpigments.com | bhupat\_ramolia@yahoo.co.in  
sales@dhanveenpigments.com | ruchit@dhanveenpigments.com