



EMPLOYMENT/WORK PLACE POLICY

To support our employees in providing quality service to our customers, we strive to foster an environment that makes Fairchem Organics Limited an even better place to work.

This is accomplished by investing in our employees and creating a diverse, safe, discrimination-free workplace.

The policies below outline our commitments to our employees.

EQUAL OPPORTUNITY

The Company does not discriminate against any employee, applicant, customer, supplier or other business associate on the basis of race, creed, religion, gender, sexual orientation, age, national origin, disability or military status.

It is the Company's intent to provide equal opportunity to all employees, applicants and business associates based on merits.

NON-HARASSMENT

The Company is committed to its core beliefs, which include the treatment of all employees with respect and dignity. Accordingly, the Company does not tolerate harassment, sexual or otherwise, against any employee, applicant, customer, supplier or other business associate. Any behavior that creates an intimidating, hostile, or offensive working environment is strictly prohibited.

WORKING AGE

The Company abides by all local employment/Labour laws related to minimum age of employment, and does not tolerate underage child labour.

As a Company policy, the Company does not employ anyone under the age of eighteen (18).

INVOLUNTARY & COMPULSORY LABOUR

The Company ensures all employees receive at least the legally mandated minimum wage with statutory benefits. Additionally, the Company ensures employees are compensated for overtime hours at the local legal rate and is committed to paying employees accurately and in a timely manner. The Company does not deduct wages as a disciplinary measure. The Company does not restrict the ability of employees to move freely throughout unrestricted areas within its facilities and does not hinder access to entrances and exits.