

# TRISTAR INTERMEDIATES PVT. LTD.

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<b>Documents No.</b>	TIPL/CQA/P/031	<b>Supersede</b>	Nil
<b>Master Copy</b>	<b>Human Rights policy</b>	<b>Revision No.</b>	NA
		<b>Issue Date</b>	01.04.2025
		<b>Review Period</b>	1 Year
		<b>Review Date</b>	01.04.2026

## 1. Purpose :

The purpose of this policy is to affirm Tristar Intermediates Private Limited commitment to respecting, protecting, and promoting human rights in all aspects of its operations, supply chains, and business relationships.

## 2. Scope :

This policy applies to all employees, contractors, suppliers, service providers, and third parties associated with Tristar Intermediates Private Limited, across all locations and business activities.

## 3. Policy Commitment :

Tristar Intermediates Private Limited is committed to:

- Respecting the Universal Declaration of Human Rights (UDHR) and International Labour Organization (ILO) Core Conventions.
- Operating in line with the UN Guiding Principles on Business and Human Rights.
- Ensuring compliance with local labor laws and international standards.

## 4. Principles :

### a) **Non-Discrimination & Equal Opportunity :**

We prohibit discrimination based on gender, race, religion, ethnicity, caste, age, disability, nationality, political affiliation, sexual orientation, or any other status.

### b) **Freedom of Association & Collective Bargaining :**

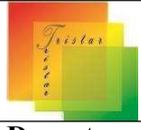
We respect employees' rights to join trade unions, worker committees, or other representative bodies and engage in collective bargaining.

### c) **Safe & Healthy Workplace :**

We provide a safe and healthy working environment and take proactive measures to prevent accidents, injuries, and occupational hazards.

### d) **Fair Wages & Working Hours :**

We ensure fair compensation in compliance with applicable laws, industry standards, and collective agreements. Working hours, rest periods, and leave entitlements shall align with legal requirements.



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## e) **Prohibition of Forced & Child Labor :**

We strictly prohibit all forms of forced labor, bonded labor, human trafficking, and child labor. Employment is based on free choice, and employees are free to leave their jobs with reasonable notice.

## f) **Dignity & Respect :**

Harassment, bullying, or abuse of any kind will not be tolerated. All employees must treat one another with dignity and respect.

## g) **Community & Stakeholder Engagement :**

We recognize the impact of our business on communities and commit to engaging with stakeholders transparently and respectfully.

## **5. Implementation & Responsibilities :**

**Management:** Ensure effective implementation and compliance with this policy.

**Employees:** Act in line with the principles outlined in this policy.

**Suppliers & Contractors:** Required to uphold equivalent human rights standards in their operations.

## **6. Grievance Mechanism :**

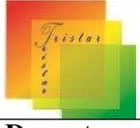
We maintain accessible and confidential grievance channels for employees, suppliers, and stakeholders to report human rights concerns without fear of retaliation. All complaints will be investigated promptly and fairly.

## **7. Training & Awareness :**

Regular training will be provided to employees and managers on human rights, workplace ethics, and grievance procedures. Suppliers will be informed of this policy and encouraged to align their practices accordingly.

## **8. Monitoring & Continuous Improvement :**

This policy will be reviewed annually, in line with and updated as necessary to ensure ongoing compliance and improvement.



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## 9. Conclusion :

Tristar Intermediates Private Limited reaffirms its commitment to conducting business with integrity, fairness, and respect for human rights. We believe that protecting human rights strengthens our business, our workforce, and the communities in which we operate.

**Prepared By:**

**Mr. Devang Machhi (Head HRD)**

**Reviewed & Approved By:**

**Mr. Sanjay Marballi (Director)**