

POLICY ON HEALTH-RELATED AILMENTS

HR Policy No: HRMS/COC/001/2022	Key Area: Human Resource Management Systems
Effective: Immediate	Policy Title: Policy On Health Related Ailments
Supersedes Policy No.: NA	Next Review: As applicable

Version	Date	Reviewer(s) / Approver(s)	Remarks
1.01	<u>13.09.2022</u>	Sudhir Pralhad Rane	Review & Approved

Objective:

The objective of this code is to provide a set of guidelines to address the HIV/AIDS epidemic in the world of work and within the framework of the promotion of decent work. The guidelines cover the following key areas of action:

- a) prevention of HIV/AIDS;
- b) management and mitigation of the impact of HIV/AIDS on the world of work;
- c) care and support of workers infected and affected by HIV/AIDS;
- d) elimination of stigma and discrimination on the basis of real or perceived HIV status.

It is the Policy of Kansai Nerolac Paints Limited to promote the culture of caring towards employee's health.

Applies to:

- (a) all employers and workers of Kansai Nerolac Paints Limited

Non-Discrimination:

Kansai Nerolac Paints Limited does not discriminate against employees based on above mentioned ailments and respects the right of confidentiality about the ailment status of employees.

Kansai Nerolac Paints Limited treats above ailments the same as other illnesses in terms of all of our employee policies and benefits, including health and life insurance, disability benefits and leaves of absence.

All employees must adhere to our non-discrimination policy. Colleagues who refuse to work with, withhold services from, harass or otherwise discriminate against another colleague because of his/her having HIV/AIDS, being perceived as having, living with HIV/AIDS, or being otherwise affected by HIV/AIDS, will be subject to discipline and/or other corrective actions.

Kansai Nerolac Paints Limited maintains an "open-door" policy. Colleagues who feel they have been discriminated against as a result of having, being perceived as having, living with or being affected by above ailments, and those who have any other related concerns, are encouraged to raise their concern to your respective business HR's.

Education & Training:

Kansai Nerolac Paints Limited will continue to create awareness and impart knowledge to all employees on Human Immunodeficiency Virus (HIV), Acquired Immune Deficiency Syndrome (AIDS), Tuberculosis and Malaria.

Employees of Kansai Nerolac Paints Limited shall follow universal precautions to prevent spread of the disease.

The company shall undertake / be part of program to promote human health in local communities through its CSR initiatives.

Sudhir Pralhad Rane