GUIDING PRINCIPLES FOR HUMAN RESOURCES MANAGEMENT

GFL™
GUJARAT FLUOROCHEMICALS
VALUE THROUGH GREEN CHEMISTRY
An INOXGFL Group Company

GUIDING PRINCIPLES FOR HUMAN RESOURCES MANAGEMENT

At GFL, we recognise that our employees are the key to Company's success. For us, the continuous development and engagement of our human resources is a business imperative. To achieve the Company's Mission, Vision and Goals, the Human Resource function of the Company shall adopt the "10 PRINCIPLES of Human Resources Management of GFL" and operate all its processes based on the same.Images for Guiding Principles for Human Resources Management. Text on cover page: At GFL, we recognise that our employees are the key to Company's success. For us, the continuous development and engagement of our human resources is a business imperative. To achieve the Company's Mission, Vision and Goals, the Human Resource function of the Company shall adopt the "10 PRINCIPLES of Human Resources Management of GFL" and operate all its processes based on the same.

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To achieve the Company's Mission, Vision and Goals, the Human Resource function of the Company shall adopt the

"10 PRINCIPLES of Human Resources Management of GFL" and operate all its processes based on the same

1. Build safe, healthy and secure workplace with the involvement of all employees.
2. Implement robust, fair, transparent and non-discriminatory process to attract, develop and retain talent needed for business delivery and growth.
3. Uphold and respect Human Dignity, Equality, and Human Rights at the workplace.
4. Provide continuous learning opportunities for the growth and development of all employees.
5. Ensure continuous two - way communication and participation of all employees and respect their views and opinion and involve them in decision making.
6. Establish meritocracy without any bias or discrimination in connection to performance evaluation, career progression, rewards and recognition
7. Pay for performance based on internal and external parity.
8. Encourage creativity and innovation to fuel growth.
9. Create an engaged work environment of teamwork and camaraderie with a bias for responsible execution and excellence.
10. Drive social accountability and responsibility and ensure ethical governance.

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To implement the above PRINCIPLES the Human Resource Function shall

• Design and establish robust Operational Policies, Processes and Procedures in all aspects of Human Resources Management,

• Continually improve the same to bring in the right practices to enable growth,

• Educate all employees on the same for their understanding and appreciation, and

• follow the rule of the land and all international standards as applicable to Labour and Social accountability.

Sd/-
V K Jain
Managing Director

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Gujarat Fluorochemicals Limited

Inox Towers, 17 Sector 16 A,
Noida - 201301, Uttar Pradesh
Tel.: +91 120 6149600
Fax: +91 120 6149610
www.gfl.co.in

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