

**Guiding Principles for Human Resources Management
in
Gujarat Fluorochemicals Limited**

At GFL, we recognize 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

1. Build a **safe, healthy, and secure workplace** with the involvement of all employees.
2. Implement a robust, fair, transparent, and non-discriminatory process to **attract, develop and retain the talent** needed for business delivery and growth.
3. Uphold and respect **Human Dignity, Equality, and Human Rights** in 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**.

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.


Dr. Bir Kapoor

Chief Executive Officer

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An **INOX GFL** Group Company
BEYOND INFINITY

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