

SOCIAL RESPONSIBILITY POLICY			
Document No.	CJD/P5/2022	Date of creation	25.08.2022
Version	1.0	Date of adoption	31.08.2022

CJ Darcl firmly believes that a system and process driven approach based on management system principles shall ensure compliance with these standards and demonstrate continual improvements. Towards achieving the above objective, CJ Darcl is committed towards Social Responsibility as an integral part of its business philosophy. All strategic and operational decisions of the Company include social and environmental considerations.

We have firm resolve to fulfill the commitment with the following measures:-

- Uphold the CJ Darcl values in our relationship with stakeholders and consider them as partners in our growth and development.
- Always ensure continuance of business in ethical manner with accountability and transparency towards society, economy and the environment and abide by all legal and regulatory requirements.
- Adherence of code of conduct, standards on HSSE, Sustainability guidelines etc. as well as ensuring Corporate Governance, risk mitigation and Compliances.
- Respect the Human Rights of all Stakeholders.
- Always ensure a safe and healthy workplace to the employees and other partners.
- Comply with international labour practices standards with focus on ILO conventions including pertaining to :
 - Effective abolition of child labor.
 - Elimination of discrimination with respect to employment and occupation irrespective of gender, caste, religion etc.
 - Elimination of all forms of forced or compulsory labor.
 - Freedom of association, expression
- Promotion of diversity and inclusivity
- Demonstrate commitment to protect the environment by conserving natural resources, preventing pollution, implementing waste management and minimizing its impact on climate, climate change mitigation management.
- Adopting fair operating practices with anti-corruption, fair competition, socially responsible behaviour, relations with other organizations,
- Adopting best practices for satisfied customer services by having fair contractual practices, protecting customers health and safety, sustainable consumption, data protection and privacy, customer service, support, compliant and dispute resolution mechanisms.
- Thrust towards overall Community Involvement and Development.

For **CJ DARCL LOGISTICS LIMITED**