



Responsible Care®  
Our Commitment to sustainability.

## THE DHARAMSI MORARJI CHEMICAL CO. LTD

### FAIR REMUNERATION POLICY

We DMCC respect the right to employees of freedom of association and collective bargaining. We ensure that employee's representatives are not subjected to discrimination or termination in retaliation for exercising employee's rights, submitting grievances, participating in union activities. We ensure that our policy complies, with the stipulated working hours and payment of wages and to provide legally mandated benefits. We comply with the applicable trade controlled regulations, embargoes and other restrictions as applicable to our industry.

**Mr. Bimal Lalitsingh Goculdas**  
Managing Director & Chief Executive Officer  
01.04.2021