



# HUMAN RIGHTS POLICY

*Tamil Nadu Newsprint and Papers Limited (TNPL)*

*is committed to  
do business with ethical values and embrace practices that supports  
human rights in treating all stakeholders with due respect and  
dignity*

To accomplish the above, TNPL ensures:

- Equal opportunity, Non discrimination, Diversity and Inclusion
- Freedom of Association and Collective Bargaining.
- Prevention of harassment on the basis of race, sex, colour, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, political opinion or any other status protected by applicable law.
- Prevention of Child Labour, Forced or compulsory Labour and any form of human trafficking and Modern Slavery.
- Grievance Redressal Mechanism to address employee concerns and complaints pertaining to human rights and decent labour practices with Policies and statutory provisions.
- Right to Education and Culture, Right to Privacy.
- Work place Health and Safety, Anti-Bribery and Anti-Corruption
- Respect the human rights of Community and Stake holders
- To follow sustainable practices in all endeavours
- Adhere to Labour Standards.
- Responsibility of Unit Leadership Team and Human Resources Department to implement and comply with this Policy.

Dr. M. Sai Kumar I.A.S.,  
Chairman & Managing Director