



Norex Flavours Pvt. Ltd.
Mandi Dhanaura-244231, U.P, INDIA

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Norex's Policy Statement on Human Rights

1. Introduction

At Norex, we firmly believe in the inherent dignity, equality, and rights of all individuals. This policy statement outlines our unwavering commitment to upholding human rights in all aspects of our operations, interactions, and engagements. We recognize that promoting and protecting human rights is not only a moral imperative but also a fundamental aspect of sustainable and responsible business practices.

2. Fundamental Principles

Our commitment to human rights is based on the following fundamental principles:

2.1. Universality and Inalienability: We acknowledge that human rights are universal and apply to everyone, irrespective of race, gender, nationality, religion, or any other characteristic. Human rights cannot be taken away or denied under any circumstances.

2.2. Respect and Dignity: We are committed to treating all individuals with respect, dignity, and empathy, fostering an inclusive and diverse environment where every person is valued and treated fairly.

2.3. Non-Discrimination: We prohibit discrimination in any form, whether direct or indirect, and pledge to create an environment that is free from discrimination and harassment.

2.4. Freedom and Equality: We endorse the principles of freedom and equality, ensuring that individuals are free to express themselves, participate in decision-making, and enjoy equal opportunities without prejudice.

2.5. Accountability: We recognize our responsibility to uphold human rights, and we are committed to being transparent and accountable for our actions and their impacts on human rights.

3. Implementation

3.1. Business Operations: We integrate human rights considerations into our business strategies, policies, and procedures. We assess potential human rights impacts and take steps to prevent, mitigate, and address adverse effects.

3.2. Supply Chain: We work to ensure that our supply chain partners and contractors also uphold human rights standards. We will collaborate with them to identify potential risks and implement measures to protect the rights of workers, communities, and all stakeholders involved.



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3.3. Employee Rights: We uphold the rights of our employees, including the right to fair wages, safe working conditions, non-discrimination, and the freedom of association. We will provide training and resources to promote awareness of human rights among our workforce.

3.4. Community Engagement: We actively engage with the communities in which we operate, respecting their cultural heritage, traditions, and rights. We will seek to create positive impacts by supporting community development initiatives.

3.5. Reporting and Transparency: We regularly communicate our human rights efforts, progress, and challenges to stakeholders through transparent reporting mechanisms. This will ensure that our commitment to human rights is measurable and accountable.

4. Remediation and Redress

If our actions or operations lead to human rights violations, we are committed to promptly addressing these situations. We have established effective grievance mechanisms that provide affected individuals with a platform to voice their concerns, seek remedies, and receive fair treatment.

5. Continuous Improvement

We recognize that upholding human rights is an ongoing journey. We will continuously evaluate and enhance our policies, practices, and engagement to align with evolving human rights standards and best practices.

6. Conclusion

At Norex, our commitment to human rights is unwavering. We view it as both a moral duty and a strategic imperative. By upholding human rights in all our endeavors, we contribute to a more just, inclusive, and sustainable world.