

SOCIAL ACCOUNTABILITY POLICY

We at NALCO are committed to provide a socially accountable work environment to all employees and uphold ethical business practices by respecting employees' rights.

We shall achieve these by adopting a companywide culture, which will help to promote:

- a) **Involvement of all employees in sustenance of SA 8000 Standard;**
- b) **Continual improvement initiatives in all social issues;**
- c) **Learning and training opportunities to all employees;**
- d) **Fulfillment of relevant statutory rules & regulations, ILO requirements, applicable international instruments and their interpretation.**

This policy is communicated and understood within the organization.

Date: 16.02.2009

C.R. Pradhan

Chairman-cum-Managing Director

Promoting the human rights of workers around the world.