POLICY STATEMENT ON EMPLOYEES RIGHT

Krystalline Salt Ltd is committed to ensuring compliance and adherence to the Employment, Labour Laws and Regulations in respect to the following rights:-

- **1.** The hours of work
- 2. Annual Leave
- 3. Maternity Leave /Paternity Leave
- 4. Sick leave
- 5. Housing
- 6. Wholesome Water
- 7. Food
- 8. Medical Attention

Kay Group Companies will take responsibility to ensure that all the employees understand their rights through continuous training.

GENERAL MANAGER