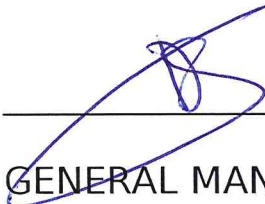


POLICY STATEMENT ON EMPLOYEES RIGHT

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.

 13/12/2020

GENERAL MANAGER