

HUMAN RIGHTS POLICY

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BACKGROUND

The Constitution of India gives its citizen six rights which are:

- Right to Equality;
- Rights to Freedom;
- Rights against Exploitation;
- Rights to Freedom of Religion;
- Cultural and Educational Rights; and
- Right to Constitutional Remedies.

As a socially responsible organization, we at KRBL believe that our employees and suppliers must live with social and economic dignity, regardless of nationality, gender, race, economic status or religion. In KRBL Limited, each and every person's human rights are protected and are surely treated with dignity and respect. Thus, in the management of our business and operations, we strive to ensure that we uphold the spirit of human rights as enshrined in existing international standards such as the Universal Declaration and the Fundamental Human Rights Conventions of the ILO (International Labor Organization).

OBJECTIVES

This policy aims to establish standards of operation to respect and promote the basic principles and essence of human rights, such as:

- Freedom of association and collective bargaining;
- The elimination of forced or compulsory labor;
- The abolition of child labor;
- The elimination of discrimination in respect of employment and occupation;
- Treat every employee with dignity and respect;



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- Providing access to remedy by resolving grievances in a timely and culturally appropriate manner;

SCOPE

Our Human Rights Policy applies to all associates and individuals working for all our affiliates, subsidiaries and associate Companies.

HUMAN RIGHTS IN THE WORKPLACE

We strive to create workplaces in which open and honest communications among all employees are valued and respected. The Company is committed to comply with all the applicable labor and employment laws wherever we operate. Across all our locations, Company provides equal opportunities to all its employees and all qualified applicants for employment without regard to their race, caste, religion, sex, age and nationality.

HUMAN RIGHTS IN THE COMMUNITY

We recognize that we are part of the communities in which we operate. We engage with communities on human rights matters that are important to them such as access to water and environment safety. We are committed to engaging with stakeholders in the communities, inviting their input and taking their views into account. We are also committed to creating economic opportunity, fostering goodwill and improving human rights by implementing Corporate Social Responsibility.

OUR APPROACH TO HUMAN RIGHTS

Our responsibility to respect human rights is at the forefront of our business. We continually review and assess the human rights risks of our business activities, and strive to prevent and address any negative impacts we may have on the rights of



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those whom we employ, do business with or interact with along our value chain. We also aim actively to promote human rights throughout our operations.

Company has adopted whistle blower mechanism in which employee in case of any unethical behavior report to the senior management of the company. Company has also internal complaint committee for prevention of sexual harassment at workplace. Our business units have appropriate systems and processes in place to ensure compliance with this policy and with statutory provisions, including processing of grievances for redressal.

GOVERNANCE

The Human Resource Department of Company is responsible to govern and implement this policy in effective manner and responsible to solve the grievances which affects the Human rights.

