



**Dalmia Bharat Limited**  
**Regd. Office: Dalmiapuram-621651, Dist. Tiruchirappalli, Tamil Nadu**  
**CIN: L14200TN2013PLC112346**

### **HUMAN RIGHTS POLICY**

At, Dalmia Bharat Limited (“the **Company**”), we recognize the importance of human rights and our responsibility of operating our business to protect the human rights. Respecting and protecting human rights forms a fundamental principle of our Company’s values.

This policy is guided by international human rights principles encompassed by the Universal Declaration of Human Rights, ILO Declaration on Fundamental Principles and Rights at Work and the United Nations Guiding Principles on Business and Human Rights, Children’s Rights and Business Principles and is also consistent to our Code of Conduct. The Company is committed to respect the human rights in our operations, value chains and communities, in which it operates. The Company have integrated all aspects of human rights in its business operations, policies and governance structure.

**Dalmia Bharat Limited recognizes individuals and communities as stakeholder of human rights and shall:**

1. Integrate an approach that respects and protects Human Rights in Business Strategy and Risk Framework.
2. Promoting awareness of the human rights with our employees at various levels through training and communication.
3. Respect individual’s human rights and shall not discriminate or harass anyone on the basis of race, sex, color, national or social origin, ethnicity, language, religion, caste, age, disability, sexual orientation, gender identity or expression, citizenship status, political opinion or any other status protected by applicable laws.
4. Be an equal opportunity employer, in all aspects of employee life cycle like Hiring, Placement, Development, Training, Advancement, Compensation, Relieving etc. Decisions related to all these aspects are based on the Organization & Role requirements along with the Performance and Potential of the person.
5. Prohibit all forms of child labour, forced / trafficked labour, discrimination and harassment.
6. Provide our employees with a safe and healthy work environment and comply with all safety and health laws and regulations.
7. Undertake an extensive due diligence process to identify, assess and manage potential risks and impacts.

#### **Violation**

Any violation of this policy shall be treated as violation of code of conduct of the Company and appropriate action will be taken by the Management in case of breach. Complaints under this policy shall be made to the Group HR Head.

**This policy applies to Dalmia Bharat Limited and all its subsidiaries.**

Date: May 28, 2024

**Managing Director & CEO**