

Human Rights Policy

Background

Gravita India Limited respects and supports the dignity, well-being and human rights of its employees and its business associates. The Company's approach to human rights is based upon the prevailing national laws and internationally accepted best-practices. The purpose of this document is to provide guidance with respect to human rights and prevent human rights violations.

Scope

This policy applies to all employees of Gravita including its business associates. It is expected that the clauses mentioned in this policy are abided by the various entities that the Company interacts and does business with.

Policy outline

- Strengthen the awareness of human rights protection through trainings and awareness campaigns.
- Protect the human rights of all employees and external business associates.
- Maintain a workplace free from harassment of any type through implementation of Prevention of Sexual Harassment Policy.
- Incorporate human rights considerations in business strategy and decisions.
- Enforce mechanisms for grievance handling.
- Incorporate best practices for upholding the rights of all stakeholders.
- Take appropriate action in cases of violations.

Policy principles

- The Company shall undertake due diligence activities to identify, prevent and mitigate adverse human rights impacts that occur in the course of business operations.
- The Company shall not tolerate violations of human rights by its employees, affiliates, or any third parties acting on its behalf or related to any aspect of its operations.
- The Company shall integrate respect for human rights in management systems and strive to provide all individuals impacted by the business access to grievance redressal mechanisms.
- The Company shall promote the awareness and respect for human rights among its stakeholders and value chain partners through timely trainings and sensitization programs.

- The Company will respect the freedom of association and collective bargaining of its employees and will take care that no retaliation arises from the exercise of such rights of the employees.
- The Company strictly prohibits employment of child and forced labour in the Company and across its value chain.
- The Company will not tolerate discrimination and will provide equal opportunities and treatment to all individuals irrespective of race, colour, gender, religion, political opinion, nationality or social origin. Employment opportunities and promotion will be done solely on the basis of merit and performance.
- The Company shall seek continuous improvement of human rights protection by incorporating best practices as well as setting and reviewing targets.
- The Company shall within its sphere of influence, promote the awareness and realization of human rights across its value chain.
- The Company shall maintain a workplace free from harassment of any type through implementation of Prevention of Sexual Harassment Policy.
- The Company shall not be complicit with human rights abuses by a third party.

Redressal Mechanism:

We have established a robust Whistleblower Policy and vigil mechanism at the company that is overseen by the Board. Our Whistleblower Policy is available for all our stakeholders to report any suspected or actual occurrence of illegal, unethical or inappropriate actions, including – but not limited to – human rights violation.

All relevant stakeholders will be consulted on an annual basis (or as needed) to seek feedback on the policy. Additionally, any grievances related to violations of human rights can be reported on whistleblower@gravitaindia.com or companysecretary@gravitaindia.com

Responsibilities

The management in collaboration with other functions and committees will look at the implementation of this policy and their responsibilities will include but will not be limited to:

- Revision of the policy and the clauses within, as per the latest national and international guidelines on human rights and labour relations.
- Incorporation of human rights considerations in business strategy and operations.
- Providing adequate mechanisms for stakeholders to report their grievances.
- Taking appropriate action against violators of the principles in this policy.