



DALMIA BHARAT SUGAR AND INDUSTRIES LIMITED

Regd. Office: Dalmiapuram-621651, Dist. Tiruchirappalli, Tamil Nadu

CIN: L15100TN1951PLC000640

ANTI-HARASSMENT AND NON-DISCRIMINATION POLICY

Dalmia Bharat Sugar and Industries Limited ("**the Company**"), is committed to provide a workplace free from harassment and discrimination. This Policy is in line with internationally recognized frameworks including, United Nations Global Compact Principles (UNGCP), United Nations Guiding Principles on Business and Human Rights (UNGP), International Labour Organization (ILO) and its associated international standards.

All employees whether permanent, temporary, contractual, trainees as well as visitors are covered under this Policy. The Company has a zero- tolerance approach towards any form of harassment including but not limited to insulting comments, intimidation, bullying or hostile work environment.

Objective:

To ensure a safe and secure workplace free from threats, harassment, discrimination or any other intimidating behaviors of any kind and to ensure that any such incident is investigated and appropriate action is taken to restore the faith of the stakeholder(s) in the Company.

As per the Policy:

- Employees shall behave in a manner conducive to promote a harmonious and productive atmosphere in the workplace.
- Employees shall comply with all guidelines framed from time to time including the Prevention of Sexual Harassment (POSH) guidelines of the Company.
- Employees shall not indulge in sexual or any form of harassment/ discrimination based on the race, sex, color, national or social origin, ethnicity, language, religion, caste, age, disability, marital status, sexual orientation, gender identity or expression, citizenship status, political opinion or any other status protected by applicable laws.

Violation

Any breach of this Policy (except complaints related to POSH matters) shall be reported to the Ethics Officer. An appropriate action shall be taken treating the violation/breach of this Policy as violation of the Code of Conduct of the Company.

If complaints are related to POSH matters, the same shall be made to the Internal Complaints Committee constituted under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

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