



DALMIA BHARAT SUGAR AND INDUSTRIES LIMITED

Regd. Office: Dalmiapuram-621651, Dist. Tiruchirappalli, Tamil Nadu
CIN: L15100TN1951PLC000640

HUMAN RIGHTS POLICY

At, Dalmia Bharat Sugar and Industries Limited (“the **Company**”), we recognize the importance of Human Rights and our responsibility of operating our business with complete protection of 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 its operations, value chains and communities, in which it operates. The Company has integrated all aspects of Human Rights in its business operations, policies and governance structure.

Dalmia Bharat Sugar and Industries 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 Company & 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 all 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 breach of this Policy shall be reported to the HR Head. An appropriate action shall



be taken treating the violation/breach of this Policy as violation of the Code of Conduct of the Company.

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