

Adani Wilmar Limited

Human Rights Policy

1.0 Background:

Adani Wilmar Limited (AWL) is committed to upholding of fundamental human rights in line with the legitimate role of the business. Our approach includes adherence to corporate business policies and compliance with applicable laws including internationally recognised human rights, as set out in the International Bill of Human Rights and the International Labour Organization declaration on Fundamental Principles and Right at Work.

2.0 Reference Documents:

The Policy on Human Rights draws its inspiration from the following seminal works/documents

- 2.1 The Universal Declaration of Human Rights
- 2.2 Social Accountability 8000 (SA8000) Standard
- 2.3 The 2 main Covenants (Civil & Political Rights; Economic, Social & Cultural Rights)
- 2.4 International Treaties & Conventions related to Human Rights

3.0 The Construct of Human Rights

Whereas each organisation or entity has a different approach towards Human Rights, in general the construct of Human Rights shall be around the following elements:

- 3.1 **Principles:** Respecting the principles of dignity, liberty, equality, and brotherhood of all people.
- 3.2 **Applicability:** In the organisational context this comprises all stakeholders including employees, associates, customers, vendors, contractors, etc.
- 3.3 **Rights at different Levels:** Individual Rights such as the Right to Life and Liberty, Individual Rights towards the Community; Social, Economic and Cultural Rights, etc.
- 3.4 **Freedoms:** such as the Freedom of Speech and Religion; Freedom from Fear and Want.
- 3.5 **Duties and Reasonable Restrictions on Rights and Freedoms:** Each Right or Freedom comes with an attached Duty and Responsibility. It is incumbent on each individual stakeholder to ensure that their Rights and Freedoms are aligned with the Business Needs and Direction of the Organisation and it is understood that there may be reasonable restrictions imposed on the Rights and Freedoms through stated policies and a Governance framework for the organisation.

4.0 Policy:

- 4.1 It is the duty of all businesses, functions and departments within AWL to actively support and foster human rights amongst all stakeholders and therefore all Principal Officers of the Organisation and those in authority have a duty to ensure, encourage and guide other stakeholders in terms of the Human Rights.

- 4.1.1** Towards the above objective, AWL shall strive to adopt and adapt the SA8000 standards framework in alignment with the business needs and directions of the organisation. It therefore is AWL's commitment to take necessary steps to prevent Child labor, Forced labor, any form of modern slavery and discrimination or harassment. It is also upon the principal officers and persons with authority to foster an environment of fair and equal wages, equal opportunities, rights of persons with disabilities, rights of local people as well as those of vulnerable communities and freedom of association and collective bargaining.
- 4.2** All Principal Officers and others in authority shall actively seek to prevent abuse of human rights and remedy the impact of any violations with respect to Human Rights.
- 4.3** Ensure compliance with all legal provisions including rules and guidelines concerning the protection and development of Human Rights.
- 4.4** Identify and assess, through a process of due diligence or otherwise, any potential risks or adverse impact with respect to Human Rights Policies, especially those that will tarnish the brand and image of the organisation with respect to its commitment to championing Human Rights.
- 4.5** Educate, Develop, and otherwise Train people in active involvement and promotion of Human Rights across the organisation.

5.0 Rules & Procedures:

- 5.1** This policy will be cascaded as a part of onboarding of all new joiners.
- 5.2** Any violations or potential violations of this policy to be notified to Human Resources through SETU or by sending a letter to CHRO at corporate office.