



## HUMAN RIGHTS POLICY

Aditya Birla Fashion and Retail Limited (ABFRL) recognizes the valuable role that our business can play in the longer-term protection of human rights. Our business units, factories and offices are committed to respecting the human rights of our workforce, communities and those affected by our operations wherever we do business (including our contractors and suppliers) in line with internationally recognized frameworks, including the UN Global Compact Principles of Human Rights and Labour, Social Accountability 8000 International Standard and its associated international instruments. Our commitment entails respecting human rights and seeking to avoid involvement in human rights abuses, identifying, assessing and minimizing potential adverse impacts through due diligence and management of issues, and effectively resolving grievances received from affected stakeholders. Every business unit, factory and office of ABFRL endeavors to achieve our commitment by:

- Maintaining positive legal compliance with applicable constitutional and regulatory human rights requirements.
- Establishing clear accountability by assigning adequate resources and responsibilities for effective management of human rights risks;
- Aligning our existing policies, processes and activities with our commitment to respect human rights, including those that apply to labour practices, engagement with indigenous people; land acquisition, supply chain, and security management;
- Promoting awareness of human rights with employees at various levels of our operations through training and communication;
- Engaging with stakeholders in an inclusive, transparent and culturally appropriate manner on human rights concerns related to our business activities;
- Respect the right of all workers to form and join a trade union of their choice without fear of intimidation or reprisal, in accordance with national law;
- Providing access to remedy by resolving grievances in a timely and culturally appropriate manner;
- Prohibiting interference in any way with the establishment, functioning or administration of workers' organizations or collective bargaining;
- Prohibiting all forms of child labour, forced / trafficked labour, discrimination and harassment;
- Providing access to remedy by resolving grievances in a timely and culturally appropriate manner;
- Valuing diversity, equal opportunity and the need to consider the rights of vulnerable groups such as indigenous people, women, migrant workers and other minorities;
- Undertaking an iterative, due diligence process, the focus of which is identifying, assessing and managing potential risks and impacts;
- Prohibiting any contribution to armed conflict or human rights abuses in conflict-affected and high-risk areas.
- Developing goodwill, creating sustainable employment and stimulating economic opportunities in the communities that host our activities;
- Encouraging our contractors, suppliers and other organizations with whom ABFRL has a leverage to adopt the commitments mentioned in this Policy.

A handwritten signature in blue ink, appearing to read 'Ashish Dikshit', written over a horizontal line.

Ashish Dikshit

Managing Director

Date: 01<sup>st</sup> April 2021