

HUMAN RIGHTS POLICY

Owner: HR Department

Review Frequency: Triennial basis or in case of any regulatory changes

Approved by: Board of Directors

Version : 1

Last Approved / Reviewed on: (21/04/2023)

Information Classification: (Public)

INTRODUCTION

The Company is committed to respecting the human rights of its workforce, communities and those affected by its operations, wherever it does its business, including our business partners and contractors. Therefore, in the management of its businesses and operations, the Company strives to uphold the spirit of human rights, as enshrined in the Constitution of India, existing international standards.

APPLICABILITY

This policy applies to Raymond Limited, its subsidiaries, joint ventures and associate companies (herein collectively referred to as “Company”) including but not limited to the employees, workers (permanent and other than permanent), consultants and trainees. This policy shall act as an advisory for the independent contractors and business partners (suppliers, contractors, joint venture partners, channel partners), who are associated with the Company, to uphold and adopt the principles enshrined in this policy.

PRINCIPLES

The commitment that the Company is endeavored to be achieved 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
- 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 which the Company has a leverage to adopt the commitments
- mentioned in this Policy.

GRIEVANCE MECHANISM

Any concern as listed in this policy can be reported directly to the Ethics Helpline at raymond@ethicshelpline.in. The Company shall undertake investigation of whistle blower complaints, addresses any violation, wrongdoing or non-compliance and ensure thorough investigation within the timelines prescribed under the Whistle Blower Policy.

POLICY IMPLEMENTATION

The executive management team of each of the businesses is responsible for ensuring that roles, responsibilities, authority, and resources are defined and allocated in a way that enables efficient implementation and maintenance of human rights management in the Company. We are committed to solving genuine concerns of our stakeholders and business partners. They can report their concerns at raymond@ethicshelpline.in.

-X-X-X-X-

Version History / Document Control

Version	Author	Reviewer	Approved by	Approval Date (DD/MM/YYYY)	Details of Change
1	Secretarial Department	HR	Board of Directors	21 /04 / 2023	NIL