



HUMAN RIGHTS POLICY

(Approved in the RMC & ESG Meeting held on October 27, 2023, and made effective from October 27, 2023)

PURPOSE

The Company is committed to respecting the human rights of its workforce, communities and those affected by its operations in accordance with internationally accepted standards 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
- Promoting awareness of human rights and on discrimination and harassment in the workplace 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 applicable laws
- Prohibiting interference in any way with the establishment, functioning or administration of workers’ organizations or collective bargaining
- Respecting equal pay for equal work and ensuring that all employees receive fair compensation and benefits based on their skills, experience, and job responsibilities, irrespective of their gender or any other characteristic
- Prohibiting all forms of harassment and all forms of child labour, forced / trafficked labour.
- Maintaining zero-tolerance policy for discrimination of any kind, including but not limited to, discrimination based on race, gender, religion, age, sexual orientation, disability, or any other protected characteristic under Indian law. Discrimination is strictly prohibited in all aspects of employment, including hiring, promotion, compensation, and termination
- 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
- Having a due diligence process to proactively identify and assess potential impacts and risks relating to human rights covering risk identification in our own operations, employees, value chain partners and new business activities and carrying out systematic periodic review of issues identified.
- 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, address any violation, wrongdoing or non-compliance and ensure thorough investigation within the timelines prescribed under the Whistle Blower Policy. Any complaints related to violation of Human Rights shall be reported to the CHRO after reporting the said issue on the helpline. Corrective or disciplinary action shall be taken against the individual causing the violation swiftly.

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 the genuine concerns of our stakeholders and business partners. They can report their concerns at raymond@ethicshelpline.in.

MONITORING AND REPORTING

The Risk Management and ESG Committee shall monitor the compliance with Human Rights Policy.

REVIEW OF THE POLICY

The policy will be reviewed periodically for its suitability and updated as necessary.
