 <b>GRANULES</b>	<b>Human Rights Policy</b>		
	Effective Date <b>01-Aug-2024</b>	Document No. <b>GIL/HR/P&amp;P/54</b>	Revision Date <b>Not Applicable</b>

**1. Objective**

Granules India Limited, is committed to upholding and promoting human rights as fundamental principles in our operations. We recognize that respecting human rights is not only a legal obligation but also an ethical imperative. This policy outlines our commitment to respecting and protecting human rights within our sphere of influence.

**2. Scope / Coverage**

This policy applies to all employees, contractors, partners, and stakeholders associated with Granules India Limited.


**3. The salient features of this policy are defined below :**

- a. **Non-Discrimination:** We are dedicated in providing a workplace and services free from discrimination based on race, color, gender, religion, caste, sexual orientation, disability, age, or any other protected characteristic. We value diversity and promote an inclusive environment where all individuals are treated with dignity and respect.
- b. **Labor Rights:**
  - i. **Labor Standards:** We are committed to complying with all applicable labor laws and regulations in India. This includes ensuring fair wages, reasonable working hours, and safe working conditions for all employees.
  - ii. **Child Labor:** We strictly prohibit the use of child labor in any form and will not engage with suppliers or partners who exploit child labor.
- c. **Health and Safety:** We prioritize the health and safety of our employees and stakeholders by providing safe working conditions and promoting a culture of safety awareness.
- d. **Environmental Responsibility:** We recognize the importance of environmental protection in upholding human rights. We will strive to minimize our environmental impact, reduce pollution, and use resources responsibly to contribute to a sustainable future for all.
- e. **Freedom of Association and Collective Bargaining:** will engage with local communities to understand their needs, concerns, and expectations. We will work to minimize any negative impacts of our operations on these communities and contribute positively to their development.
- f. **Ethical Business Conduct:** We are committed to conducting our business with integrity and ethical standards, which includes respecting human rights. We will not engage in any activities that support or condone human rights abuses or unethical practices.
- g. **Reporting Mechanisms:** We encourage employees, customers, suppliers, and other stakeholders to report any human rights violations or concerns through established reporting channels. We will investigate and address such reports promptly and confidentially.




**4. Consequences Of Non-Compliance :** All employees are responsible for upholding this policy. Failure to do so may result in disciplinary action, up to and including termination of employment. Organization will also cooperate with relevant authorities in the investigation of human rights violations.

**5. Training and Awareness:** Granules India provides training and awareness programs to ensure employees understand their obligations under this Policy and applicable laws. Regular training updates are conducted to reinforce these principles.



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6. **Policy Review:** This Policy is periodically reviewed and updated to reflect changes in laws, regulations, or business practices. Employees are responsible for staying informed about the current version of this Policy.
7. **Confidentiality:** The Company treats all complaints regarding this policy with strict confidentiality, to the extent permitted by law and the Company's investigation requirements.
8. This Policy should be read in conjunction with Granules India's existing Equal Opportunity of Employment and Prohibition of Child Labour.
9. This Policy reflects Granules India fostering a culture of respect for human rights, both within our organization and throughout our supply chain. We recognize that promoting human rights is a shared responsibility and will work collaboratively with our employees, partners, and stakeholders to ensure the protection and promotion of human rights in all our operations.

<b>Prepared By</b>  <b>Head HR - Corporate</b>	<b>Authorised by</b>  <b>CHRO</b>	<b>Approved by</b>  <b>Chairman &amp; Managing Director</b>
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