



## KDDL Human Rights Policy

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### 1. Preamble and Commitment

KDDL Limited ("the Company" or "KDDL") is committed to conducting its business responsibly, ethically, and with respect for the dignity and human rights of all individuals associated with its operations. The Company recognizes that respect for human rights is fundamental to sustainable business practices and long-term stakeholder trust.

This Human Rights Policy ("Policy") articulates KDDL's commitment to uphold internationally recognized human rights standards and to integrate human rights considerations into its operations, decision-making, and business relationships.

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### 2. Statutory and International Framework

This Policy is guided by and aligned with the following laws, principles, and standards, as applicable:

- The Constitution of India (Fundamental Rights),
- Applicable Indian labour and employment laws,
- United Nations Universal Declaration of Human Rights (UDHR),
- UN Guiding Principles on Business and Human Rights (UNGPs),
- International Labour Organization (ILO) Core Conventions,
- Other internationally accepted human rights and labour standards.

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### 3. Objective

The objectives of this Policy are to:

- Respect, promote, and protect internationally recognized human rights.
- Prevent, mitigate, and address adverse human rights impacts arising from the Company's operations or business relationships.
- Establish a framework for human rights due diligence, risk identification, and mitigation.
- Ensure ethical and responsible business conduct across the Company's value chain.
- Reinforce accountability and transparency in human rights governance.

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## **4. Scope and Applicability**

This Policy applies to:

- All operations, manufacturing units, and offices of KDDL Limited and its subsidiaries,
- All employees, including permanent, temporary, contractual, trainees, and apprentices,

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## **5. Core Human Rights Principles**

KDDL is committed to upholding the following core human rights principles:

### ***5.1 Non-Discrimination and Equal Opportunity***

The Company prohibits discrimination on the basis of gender, age, caste, religion, ethnicity, nationality, disability, sexual orientation, marital status, or any other status protected by law.

### ***5.2 Prohibition of Child Labour and Forced Labour***

The Company strictly prohibits:

- Child labour, in compliance with applicable child labour law,
- Forced, bonded, compulsory, or trafficked labour in any form.

### ***5.3 Freedom of Association and Collective Bargaining***

The Company respects the right of employees to freedom of association and collective bargaining, provided it exists in accordance with applicable laws.

### ***5.4 Fair Wages and Working Conditions***

Employees shall be paid wages and provided benefits in compliance with applicable wage, working hours, and social security laws. Safe, healthy, and humane working conditions shall be ensured.

### **5.5 Health, Safety and Well-being**

The Company is committed to providing a safe and healthy workplace and to preventing work-related injuries and illnesses.

### **5.6 Dignity and Respect at Workplace**

Harassment, abuse, inhumane treatment, or intimidation of any kind is strictly prohibited. The Company maintains zero tolerance for sexual harassment and workplace violence.

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## **6. Human Rights Due Diligence**

- The Company shall conduct **human rights due diligence, as appropriate**, to identify, assess, and address potential and actual human rights risks associated with its operations and supply chain.
- Human rights risk assessments shall consider factors such as labour practices, workplace conditions, supply chain risks, and community impact.

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## **7. Grievance Redressal and Reporting**

KDDL Limited has established formal mechanisms to enable employees and stakeholders to raise concerns or complaints relating to human rights in a safe, fair, and confidential manner.

- Any grievance, complaint, or concern arising out of or relating to alleged human rights violations may be reported through the Company's **Grievance Redressal Policy**, in accordance with the procedures and timelines prescribed therein.
- Where the concern involves serious misconduct, unethical behaviour, violation of law, retaliation, or matters of significant risk or sensitivity, such concerns may be reported under the Company's **Whistle Blower Policy**.
- Complaints may be raised by employees, contractors, vendors, suppliers, or other affected stakeholders, as permitted under the applicable policy.
- All complaints shall be handled in a timely, impartial, and confidential manner, in line with principles of natural justice and applicable laws.
- The Company strictly prohibits retaliation, victimization, or discrimination against any individual who raises a concern or complaint in good faith.

The outcome of grievance redressal or whistle blower investigations, including corrective and remedial actions, shall be implemented in accordance with the relevant policy and statutory requirements.

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## 8. Remedial Action

Where adverse human rights impacts are identified, the Company shall:

- Take timely and appropriate corrective actions.
- Cooperate with statutory authorities, where required.
- Support remediation efforts, including corrective measures and process improvements.
- Take disciplinary or contractual action against responsible parties, where applicable.

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## 9. Communication

A copy of this Policy shall be made available on the company website.

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## 10. Review and Amendment

The Policy shall be reviewed **at least once every year** or earlier, if required, due to changes in laws, business operations, or governance standards, along with relevant disclosures- as applicable.

In the event of any inconsistency between this Policy and applicable law, the provisions of the applicable law shall prevail.

The Company reserves the right to **interpret, implement, amend, suspend, or withdraw** this Policy or any part thereof, in accordance with applicable law and business requirements. The interpretation of this Policy by the Company's Management shall be **final and binding**, subject to applicable statutory provisions.

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### Authorized By:

Authorizer	Name	Date of Authorization
Managing Director	Mr. Yashovardhan Saboo	<i>Y. Saboo</i> 10. Feb 25
Executive Director	Mr. Sanjeev Masown	<i>SM</i>