

HUMAN RIGHTS POLICY

KAMDHENU LIMITED

Corporate Identity Number: L27101HR1994PLC092205

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Human Rights Policy

Respect for human rights is an essential value of Kamdhenu Limited (**"Kamdhenu"** or **"the Company"**). We strive to make every effort to respect and promote human rights. This is our focus in our relationships with our employees, those in our value chain, and the communities in which we operate, and is the foundation of our Human Rights Policy.

Kamdhenu's Human Rights Policy aligns with our Code of Conduct, Sexual Harassment Policy and Work Place Ethics and Environmental Health & Safety policies. The Company is dedicated to the principles that all persons should be treated with respect.

Community and Stakeholder Engagement

Among others, we view the following constituents as stakeholders in our Human Rights Policy: Shareholders, Employees, Communities/Neighbors, Contractors, Producers/Vendors/Suppliers and Governments.

We recognize that we are part of the communities in which we operate, and that at each location there are several overlapping "communities." Kamdhenu is committed to associating with Stakeholders who share our values of integrity, fairness, honesty, and respect for all individuals. Where appropriate, we engage with our communities on human rights matters that are important to them. Our aim is to ensure through dialogue that we are listening to, learning from, and considering their views as we conduct our business. We believe that local issues are typically best addressed at the local level.

Respect for Human Rights

Kamdhenu recognizes the importance of maintaining and promoting the fundamental human rights of employees by operating under programs and policies that:

- ❖ Promote a workplace free of discrimination and harassment.
- ❖ Prohibit child labour, forced labour, and human trafficking.
- ❖ Provide fair and equitable wages, benefits, and other conditions of employment in accordance with local laws.
- ❖ Provide safe working conditions.

Discrimination and Harassment

We believe every employee has the right to be treated fairly and deserves a comfortable and safe working environment. The Company prohibits discrimination based on age, race, color, religion, sex, national origin, marital status, disability, citizenship, sexual orientation, gender identity or expression, or other characteristic protected by law.

Everyone has the right to work without fear or intimidation. The Company does not accept abusive conduct or harassment – a policy made clear from the first day of orientation. Employees are expected to report situations that compromise their ability to do their jobs. Formal channels are available for employees who seek advice or a solution, and our policies strictly prohibit retaliation against employees who express concerns viz Vigil/whistle Blower mechanism. We manage our business operations so that employees feel they are being treated fairly and respectfully.

Diversity and Inclusion

Kamdhenu is committed to be a high-performing organization built on the foundation of a diverse and inclusive workforce, with individuals and teams working to blend a wide range of talents, preferences and perspectives in pursuit of shared purposes. Employees are expected to be open to dialogue and tolerant of others' differences and participate in open and honest communication as well as assuming the positive intent of others.

Forced Labour and Human Trafficking

The Company will not use slave or involuntary labour, whether bonded, military, compulsory or including debt servitude or human trafficking with respect to any aspect of its operations.

Child Labour

Kamdhenu will not employ child labour, consistent with the principals relevant to Indian and international laws. Specifically, the Company prohibits the hiring of individuals under the age of eighteen (18) or the local legal minimum working age or the compulsory schooling age, whichever is higher.

Workplace Safety

We are committed to providing workplace that are among the safest production facilities to all our employees. Our policy is to provide a safe and healthy workplace and comply with applicable safety and health laws and regulations as well as internal requirements. We work to provide and maintain a safe, healthy and productive workplace, in consultation with our employees, by addressing and remediating identified risks of accidents, injury and health impacts.

Workplace Security

Kamdhenu prohibits violence, harassment, intimidation and other unsafe or disruptive conditions due to internal or external threats.

Working Hours, Wages, and Benefits

The Company compensates employees competitively relative to the industry and local labour markets and in accordance with terms of applicable collective bargaining agreements. We work to ensure full compliance with applicable wage, work hours, overtime and benefit laws.

Guidance and Reporting for Employees

We strive to create workplaces in which open and honest communication among all employees is valued and respected. The Company is committed to complying with applicable labour and employment laws wherever we operate. In addition, we work to achieve full employee engagement as the foundation of our mutual success; strive to create a culture that champions respect and inclusion; offer competitive wages and benefits; and implement clear health and safety practices.

Amendment/Review

This policy shall be reviewed for its suitability and updated as necessary.