



HUMAN RIGHTS POLICY

Grasim Industries Limited (“Grasim” or “the Company”) is involved in the business of production of Pulp & Fibre, Textiles, Chemicals, Paints, Insulators and B2B E-Commerce, among others. Grasim is a value driven organisation with Integrity, Commitment, Passion, Seamlessness, and Speed. Our Group Purpose is to “Enrich lives, by building dynamic and responsible businesses and institutions, that inspire trust. Our Group Purpose and values form the foundation for all actions and decisions within our business. Grasim recognises the valuable role that businesses can play in the long-term protection of human rights.

Grasim is committed to respecting the human rights of our workforce, communities and individuals who are a part of our ecosystem across the value chain, ensuring that all stakeholders are treated ethically and with dignity including our contractors, suppliers and customers. This commitment reflects the Company's focus on respecting human rights as a fundamental principle in its operations, in alignment with internationally recognised frameworks or guidelines such as United Nation Global Compact Principles, International Labour Organisation Conventions, Social Accountability 8000 International Standard and its associated international instruments.

Our commitment involves respecting human rights and striving to prevent involvement in human rights abuses by identifying, assessing and minimising potential adverse impacts through due diligence and issues management, as well as effectively resolving grievances from affected stakeholders.

This Policy shall be applicable to all businesses of Grasim Industries Limited and must be adopted by all sites and offices owned, controlled, and managed by Grasim.

All the Business Heads are responsible for implementing the policy at their respective sites.

Grasim Industries Limited endeavors to achieve this commitment by:

- Maintaining positive legal compliance with applicable constitutional and regulatory human rights requirements and conforming to our Aditya Birla Group's Sustainable Business Framework.
- Aligning our existing policies, processes and activities with our commitment to respect human rights, including those pertaining to labour practices, engagement with indigenous peoples, land acquisition, supply chain, and security management. Ensuring that human rights abuses and modern slavery have no place in both our own businesses and through our supply chain.
- Prohibiting all forms of harmful child labour, forced labour, bonded labour, trafficked labour, discrimination and harassment.
- Valuing diversity, equal opportunity, and recognising the rights of vulnerable groups such as indigenous peoples, women, migrant workers, and other minorities.

- Ensuring that all employees receive equal pay for work of equal value, regardless of gender, caste, religion, ethnicity, age, marital status, disability, or any other characteristic protected under Indian law.
- Respect the right to freedom of association of all workers to form or 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' organisations or collective bargaining.
- Prohibiting any direct or indirect contribution to armed conflict or human rights abuses in conflict-affected and high-risk areas.
- Acknowledging the interdependence of human rights and environmental sustainability and aim to minimise our environmental footprint, mitigate adverse impacts on communities, support effort and work with our communities to address climate change and environmental degradation.
- Developing goodwill, creating sustainable employment, and stimulating economic opportunities in the communities that host our activities.
- Undertaking an iterative due diligence process, the focus of which is to identify, assess and manage potential risks and impacts.
- Providing access to remedy by resolving grievances in a timely and culturally appropriate manner.
- Promoting awareness of human rights among employees at various levels of our operations through training and communication. Engaging with stakeholders inclusively, transparently, and in a culturally appropriate manner to address human rights concerns related to our business activities.
- Continually improving human rights performance by sharing good practices and learnings, setting and reviewing targets, and monitoring, reporting and disclosing performance.
- Influencing our partners, contractors, suppliers and other organisations with whom Grasim has leverage to adopt our Human Right Policy and Sustainable Business Framework, and to encourage and support the development of equivalent management systems.
- Establishing clear accountability by assigning adequate resources and responsibilities for effective management of human rights risks.
- Undertake internal and third-party human rights assessment at regular intervals to assess the human rights performance; and mandatorily conduct due diligence during mergers, acquisitions and onboarding key business partners including non-managed operations, joint venture partners, licensees, employees, outsourcing partners, suppliers, contractors etc. to evaluate the human rights risk and take subsequent mitigative actions.
- Monitor, measure, report the progress on performance of human rights initiatives, including risks and issues, in compliance with internationally recognised protocols and communicate approach and achievements to relevant stakeholders.

Grievance Redressals:

The policy provides access to grievance redressal mechanism that provides a framework for timely resolution of grievances in a culturally appropriate manner in line with the Company's Whistle Blower Policy (<https://www.grasim.com/Upload/PDF/whistle-blower-policy.pdf>), under which employees are free to report violations of applicable laws, regulations and Code of Conduct.

If an employee raises a concern, they will not be at any risk in the form of retribution or retaliation. The Company will not tolerate any harassment or victimisation (informal pressure) against any employee raising concerns who has a genuine case and will take appropriate action accordingly. For all complaints, the confidentiality of the complainant will be respected and protected in line with applicable laws.

This policy shall be made available to all employees, suppliers, community and all other stakeholders, as appropriate.



Harikrishna Agarwal
Managing Director, Grasim Industries Limited
22nd May 2024