

Policy Number:	EIL/ALL/GE012/HRP/1.0/04/23
-----------------------	-----------------------------

Key Area:	Governance & Ethics
------------------	---------------------

Sub Key Area:	Human Rights Policy
----------------------	---------------------

Version:	1.0
-----------------	-----

Effective Date:	01/12/2023
------------------------	------------

Next Revision:	Need Based
-----------------------	------------

1. Introduction:

One of the core principles guiding value for Everest Industries Limited's is respect for human rights. The Company has built a reputation on trust and respect for more than 88 years. We are dedicated to maintaining that reputation by upholding a set of values that embody the highest standards of Respect, Integrity, and Excellence (Our Core Values).

In accordance with the UN Guiding Principles on Business and Human Rights, we work to respect and advance human rights. Our goal is to increase the exercise of human rights in the areas where we operate and across the value chain which includes our suppliers, dealers and business partners and our value chain. A key component of these efforts is our human rights policy.

This policy applies to Everest Industries Limited, and where we operate in. We seek to promote access to remediation where we are linked to or involved in those adverse impacts through our relationships with third parties. The Human Rights Policy is overseen by Everest Industries Limited's Board of Directors.

2. Purpose:

The human rights policy outlines how EIL upholds human rights by putting policies and procedures in place to identify, prevent, mitigate and account for how it addresses its adverse human rights impacts.

The human rights policy goes into more detail about the EIL's commitment to support employees, business and where we operate in.

3. Scope:

The Policy applies to all Everest employees, consultants and business associates.

"Employee" includes all directors, officers, employees engaged, wherever located regardless of grade and position, in terms of all dealings and transactions in all countries where the Company operates.

"Business associates" means any individual or organization who has business dealings with the Company and includes actual and potential business associates, customers, contractors, subcontractors, business partners, suppliers, distributors, business contacts, agents, technical and other consultants and government bodies and officials or any other person associated with or acting on behalf of the Company.

4. Our Commitment:

- i. Ensuring legal compliance with applicable constitutional and regulatory human rights requirements and conforming to EIL's Code of Conduct;
- ii. Promoting awareness of human rights with employees at various levels of our operations through training and communication.
- iii. Aligning our policies, processes, and activities with our commitment to respect human rights, including those that apply to labour practices, engagement with customers/vendors/people around our operations;
- iv. Developing goodwill, creating sustainable employment and stimulating economic opportunities in the communities that host our activities.

- v. Engaging with stakeholders in an inclusive, transparent and culturally appropriate manner on human rights concerns related to our business activities.
- vi. Undertaking a due diligence process, the focus of which is identifying, assessing and managing potential risks and impacts and establish clear accountability by assigning adequate resources and responsibility for effective management of human rights risks;
- vii. Valuing diversity, equal opportunity and the need to consider the rights of vulnerable groups such as native people around our operations, women, migrant workers and other minorities;
- viii. Prohibiting all forms of child labour, forced / trafficked labour, discrimination and harassment;
- ix. Prohibiting interference in any way with the establishment, functioning or administration of workers' organizations, unions, or collective bargaining
- x. Continually improving human rights performance by sharing good practices and learnings, setting and reviewing targets, and monitoring, reporting and disclosing performance.
- xi. Establishing a robust process for addressing adverse human rights impact or violation of human rights across any of our operations via a grievance redressal mechanism.
- xii. Providing access to remedy by resolving grievances in a timely and culturally appropriate manner.

5. Responsibility of Employees:

All employees shall ensure that they have read and understood this Policy and must at all times comply with its requirements. All employees are required to avoid any activity that might lead to, or suggest, a breach of this Policy.

6. Grievance Management:

Employees shall notify their Line Manager or consult the Chief Human Resources Officer (CHRO), as soon as possible, if they believe or suspect or have a reason to believe or suspect, that a breach of this Policy has occurred, or may occur in the future.

7. Record Keeping:

Everest's records regarding all human right violations reported shall be fair and accurate and reasonably detailed. Records of such violations will be maintained by the CHRO.



Rajesh Joshi
Managing Director
Everest Industries Limited

Date – 28th February 2024