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1. Introduction

- 1.1 Human rights are basic rights inherent to all human beings, regardless of nationality, place of residence, gender, sexual orientation, nationality or ethnic origin, colour, religion, language, or any other status.
- 1.2 Torrent has always respected and promoted Human rights including compliance with all applicable laws and regulations, as well as company policies, practices and procedures. The Company believes in integrating the aspects of Human Rights into all its operations and functions. To achieve this purpose, certain aspects of Human Rights such as Respect for People, Safety, Non-discrimination, etc., are covered under the Code of Conduct. The Company strives to enhance the protection of Human Rights across its operations with the principles described in this Policy.

2. Objective

- 2.1 The objective of this policy is to define guiding principles for respecting and protecting the Human Rights across the Company's operations. Our commitment to internationally recognized Human Rights is consistent with our dedication to enriching our workplace, partnering with our supply chain, preserving the environment and supporting the communities where we operate.
- 2.2 The Policy is developed in accordance with Universal Declaration of Human Rights and United Nations Guiding Principles on Business and Human Rights (UNGP) which include processes for respecting, protecting and remediating human rights issues. In addition, this policy is also aligned with the fundamental conventions identified by the International Labour Organization (ILO) and principles of National Guidelines on Responsible Business Conduct (NGRBC) of the Ministry of Corporate Affairs, India.

3. Scope

- 3.1 This Human Rights Policy Statement applies to all the employees of Torrent Group. The Company aspires to ensure that all its business partners including suppliers, vendors, contractors, consultants, customers, distributors, or anyone doing business for or with the Company, and others acting on Company's behalf shall respect basic Human Rights.


4. Policy Principles

The Company encourages all our employees and business associates to strictly adhere to the below mentioned principles and condemn any violation or suspected violation of this policy.

4.1 **Child Labor and Forced Labor**

- 4.1.1 The Company shall not employ any forced labor or child labor in any of its operations.
- 4.1.2 The Company shall ensure adherence to minimum working age requirements prescribed by local regulations and prohibit employment of child labor across all operations.
- 4.1.3 The Company shall respect the right of all workers to enter and leave employment voluntarily and do not engage in compulsory, forced, indentured or bonded labor.



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4.2 Diversity, Equal Opportunity, and Non-Discrimination

- 4.2.1 The Company shall strive to ensure that the employees and workers are treated with dignity, respect, and fairness, and not subject to harassment, discrimination, forced labor or inhumane treatment on account of gender, sexual orientation, race, religion, caste, ethnicity, nationality, age, disability, HIV status, or socio-economic status.
- 4.2.2 The Company shall aim to keep the working environment free from any prejudices, bias, and physical or mental harassment.
- 4.2.3 The Company shall practice zero-tolerance towards any act of sexual harassment. Proper investigation (with an opportunity to be heard) followed by finding of guilt and strict action is undertaken as per the internal policies.

4.3 Freedom of Association and Collective Bargaining

- 4.3.1 The Company is mindful of the rights of the workers to form associations and negotiate Collective Bargaining Agreements.

4.4 Environment, Health and Safety

- 4.4.1 The Company shall strive to protect the safety, health and well-being of our stakeholders through existing management systems and safety requirements for our value chain partners.
- 4.4.2 The Company shall pursue environmentally sound business practices and work toward continual improvement in our EHS performance year on year, record and investigate all incidents and train to enhance capabilities of employees and contractors on safety concerning workplace-related hazards, associated risks and measures required to mitigate these risks.

4.5 Wages, Working Hours and Leave Benefits

- 4.5.1 The Company shall provide a flexible work culture to help in retaining the talent and keep the employees motivated and engaged.
- 4.5.2 The Company shall ensure the right to fair compensation and comply with all applicable laws relating to payment of wages, working hours and overtime compensation mandated.


4.6 Recruitment

- 4.6.1 The Company shall implement a transparent process in recruitment, compensation and promotions.
- 4.6.2 The Company shall not tolerate any fraudulent methods of recruitment and shall ensure that all the terms and conditions of employment are clearly communicated to the employees.

4.7 Data Privacy

- 4.7.1 The Company shall respect the privacy of all our employees and business partners by taking measures that are prescribed by law to protect and secure personal data.
- 4.7.2 The Company shall not disclose the Personal, Medical and financial information unless legally mandated



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4.8 Community Engagement

4.8.1 The Company shall engage with local communities in a manner to ensure acknowledgement and respect of the rights and dignity of all people in the geographies we operate in and otherwise. The Company shall commit to taking steps to prevent, reduce, and mitigate impact on communities due to business operations.

4.8.2 The Company shall continue to support several community welfare, health, and educational activities, essentially in communities surrounding the Company's factories, both directly and through trusts, by providing healthcare education, improvement of community infrastructure, scholarships, etc.

4.9 Workplace Security

4.9.1 The Company shall commit to maintaining a safe work environment that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats.

4.9.2 The Company shall continue to maintain adequate security arrangements for employees as needed and are maintained with respect for employee privacy and dignity in accordance with the guidelines on Security and Human Rights.

5. Reporting

5.1 The Company strongly believes in investigating, addressing, and responding to the concerns of employees and taking appropriate corrective action in response to any violation. Also, for reporting of any violation of Human Rights Policy, any employee can submit the details in writing to respective location HR Head (not less than VP).

5.2 No reprisal or retaliatory action will be taken against any employee for raising concerns under this Human Rights Policy Statement.

6. Training

6.1 The organisation shall impart training to all its employees for sensitising them about this policy and human rights issues.

7. Review

7.1 The Policy shall be reviewed and updated to ensure it is aligned with global and national norms and recommendations.



Jayesh Desai