

Arvind Human Rights Statement

As an organization it is of utmost importance that we undertake our business with honesty and integrity and ensure a safe and conducive work environment for everyone, free of discrimination and harassment. We are committed to uphold and respect human rights across all our operations and businesses and are guided by the fundamental principles of human rights, such as those enumerated in the United Nations Universal Declaration of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work ("ILO Declaration"). Our commitment towards these fundamental principles is reflected in our Code of Conduct and actions towards our employees, suppliers, clients and communities.

The statement captures the important principles and practices that seeks to respect and uphold human rights and avoid any involvement in human right violations.

1. Equal Opportunity, Equal Remuneration and Non – Discrimination

We are committed to building a fair, open and transparent culture for all our employees. All our decisions are based on individual qualifications, performance, potential, business needs and job requirements without any prejudice. We continuously endeavour to provide an environment free of discrimination and provide equal opportunity to each and every one.

2. Harassment Free Work place

A safe and conducive work environment is of utmost importance. While we respect an individual's freedom of expression, we strictly stand against any type of harassment, physical, verbal or psychological directed at or by our employee or an employee of the company's customers, associates or suppliers. Any such harassment will attract strict actions against the individual involved.

3. Freedom of Association

We respect employees' interest in joining associations or involving themselves in civic or public affairs in their personal capacities, provided such activities do not create an actual or potential conflict with the interests of our company.

4. Right to collective bargaining

We respect the right of all workers to form and join a trade union of their choice in accordance with law

5. Safe Work Environment

We are committed to provide a safe and healthy workplace to all our employees and other stakeholders than can be impacted by our business.

6. Prohibition of forced or child labour

We prohibit employment of any child, forced or bonded labour and stand against human trafficking. We do not confiscate personal documents of our employees or force them to make any payment to us or to anyone else in order to secure employment with us or to work with us. We also enlist our partners' or suppliers' support in upholding this commitment towards human rights.

7. Grievance Redressal

We realize the importance to have an effective grievance mechanism to understand and address employee concerns. We can create a safe environment free from any fear of retaliation only by strengthening the avenues to raise or report concerns. We have in place a robust mechanism that

includes dedicated portals, helplines and designated ethics officials to report any misconduct or concern. Any such instance shall be treated seriously and will be investigated against.

The Code of Conduct shall be referred to for details on the above mentioned policies and practices.