

Human Rights Policy

Name of Document	Human Rights Policy
Company Name	GMM Pfaudler Limited
Issuing Authority	Hemesh Gangwar (Senior General Manager, HR & Admin)
Owner of the Document	Karuna Dusane (Manager HR & Admin)
Reviewed by	Tarak Patel (Managing Director)
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1. Purpose:

GMM Pfaudler, is committed to respecting and upholding human rights and human dignity across its operations and value chain. This includes creating a safe and inclusive workplace, ensuring non-discrimination, fair wages, freedom of association and providing access to effective grievance and remedy mechanisms for all affected stakeholders. At GMM Pfaudler we are committed to operating in compliance with applicable labour, employment, social security, and human rights and standards, along with other applicable Indian laws and statutes.

2. Applicability:

This policy applies to all employees, contract workers, apprentices, trainees, and third-party personnel engaged at any of the Company's locations within India. It also applies to all suppliers, contractors, service providers, and labour agencies operating within India associated with GMM Pfaudler Limited.

3. Guiding Principles:

3.1 Equality and Non-Discrimination

We provide equal opportunity for all and prohibit discrimination or harassment based on race, gender, age, religion, disability, sexual orientation, union status. Our policy on Prevention and Redressal of Harassment at Workplace has zero tolerance approach towards discrimination or any kind of harassment at workplace including sexual harassment.

3.2 Freedom of Association

We respect employees' right to form or join trade unions or worker committees, consistent with the Indian laws, and will not interfere with lawful worker representation.

3.3 Fair Work and Wages

We ensure fair pay, reasonable working hours, and benefits that meet legal requirements and industry standards.

3.4 Privacy and Data Protection

We manage personal information responsibly and in compliance with applicable data protection laws applicable in India.

GMM Pfaudler Ltd.

Corporate Office: 902 VIOS Tower, New Cuffe Parade, Sewri-Chembur Rd, Mumbai 400037
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3.5 Health, Safety, Environment and Community Responsibility

We are committed to providing safe working conditions including welfare provisions such as drinking water, sanitation, rest rooms, medical facilities, canteens. We maintain a safe, healthy, and respectful workplace and take all reasonable steps to prevent accidents and injuries. We aim to reduce our environmental impact and respect the rights and wellbeing of local communities. Our Environment, Social and Governance policy outlines our commitment to embed principles of ESG into various business activities and functions.

3.6 No Forced or Child Labour

Employment is voluntary; we prohibit all forms of forced, bonded, or child labour (any person below the age of 18 years.)

3.7 Respect and Dignity

We expect all workers and managers to treat one another with dignity and respect, free from abuse or intimidation.

3.8 Access to Training and Development

We ensure fair and equal access to training, development, and promotion opportunities for all employees and maintain a workplace free from discrimination in any form.

4. Administration and Enforcement:

4.1 Compliance Officer

The Company Secretary and Head of Human Resources are the Compliance Officers responsible for overseeing and enforcing this policy.

4.2 Assistance or Guidance

Employees are encouraged to seek guidance and clarification by asking questions whenever required. Employees may raise questions with their direct manager/supervisor or the Compliance Officers.

4.3 Reporting Concerns

We encourage reporting of any act inconsistent with this policy through the avenues below:

- Immediate Reporting Manager or
- Compliance Officers or
- Any other reporting channel as set out in the Company's Whistleblower Policy.

5. Training and Awareness:

To ensure organisational alignment:

- Human Rights policy document is communicated and published on the company intranet and website.
- Awareness sessions will be held as per the Annual Training Calendar for employees.
- The policy will be displayed prominently at all notice boards at manufacturing site and office buildings.

For GMM Pfaudler Limited



Hemesh Gangwar
Senior General Manager- HR & Admin.

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