



## **POLICY ON EMPLOYEE WELL BEING & SOCIAL ACCOUNTABILITY**

### **1. Philosophy:**

Kirloskar Brothers Limited (KBL) endeavours to ensure the well-being of its employees and is committed to provide a fair, transparent & safe work environment. At KBL, the safety, health and work life balance of employees & workers is extremely important. KBL believes in giving its employees ample opportunities to foster agility, commitment, and excellence in performance. KBL is an equal opportunity employer and ensures that all its employees are treated with mutual respect and dignity.

### **2. Scope:**

This policy is applicable to all the business divisions of KBL (hereinafter referred as "the Company") and its business associates, subsidiaries, joint ventures, suppliers, contractors, NGOs, and other entities which are directly dealing with KBL either in its business operations or CSR activities.

### **3. Policy:**

- I. The Company shall respect the right to freedom of association, participation, collective bargaining, and provide access to appropriate grievance redressal mechanisms for all employees and workforce.
- II. The Company shall provide and maintain equal opportunities at the time of recruitment as well as during the course of employment irrespective of caste, creed, gender, race, religion, disability, or sexual orientation.
- III. The Company shall abide by human rights principles and shall not engage in child labour, forced labour or any form of involuntary labour, paid or unpaid. Further, the Company shall ensure that no person below the age of eighteen years is employed in the workplace.
- IV. The Company shall take cognizance of work life balance of its employees and workers.
- V. The Company is committed to provide facilities for the wellbeing of its employees and workers including those with special needs.
- VI. The Company is committed to provide fair working conditions to contract labours deployed at our manufacturing plants and project sites. The Company only works with contractors who share our values considering human rights, labour standards, Health, and Safety.
- VII. The Company is committed to provide a workplace environment that is safe, hygienic, humane and upholds the dignity of the employees and workers. Further, the Company shall communicate this provision to its workforce and provide regular trainings. The Company shall ensure timely payment of fair living wages to meet basic needs and economic security of the workforce.
- VIII. The Company shall ensure continuous skill and competence upgrading the entire workforce capabilities by providing access to necessary learning opportunities, on an equal and non-discriminatory basis. The Company shall promote employee morale and career development through enlightened human resource interventions.



## **KIRLOSKAR BROTHERS LIMITED**

A Kirloskar Group Company

Enriching Lives

- IX. The Company shall create systems and practices to ensure a harassment free workplace where employees feel safe and secure in discharging their responsibilities.
- X. The Company shall encourage its business partners and third parties with whom it conducts business to abide by this policy.

### **4. Implementation:**

- I. The policy shall be appropriately communicated to relevant stakeholders.
- II. The CHRM&C Head, through the Functional Heads of the Departments / Unit Heads of the Company shall be responsible for ensuring that the policy is implemented throughout the Company.
- III. Compliance with the Policy shall be monitored and evaluated by the CHRM&C Head on a regular basis.
- IV. Any grievances/ complaints with respect to violation of the policy shall be reported to the Sustainability Committee, which shall take appropriate action against the wrongdoer.
- V. Non-compliance to the policy shall be communicated to Company Secretary, who shall report it to the Board of Directors or duly constituted committee of the Board.

### **5. General:**

In case of any doubt about any provision of the policy and in respect of matters not covered herein, a reference to be made to the CHRM&C Head. CHRM&C Head in consultation with Sustainability Committee shall clarify the doubt and communicate the same to the respective person. In case, clarification or doubt is subject matter of policy then, Company Secretary shall refer the matter to the Board of Directors for their direction. On receipt of direction / clarification, Company Secretary shall communicate the same to the respective person / division.

### **6. Modification / Amendment in the Policy:**

Any or all provisions of this Policy would be subject to revision / amendment in accordance with the guidelines on the subject as may be issued by the Central Government, or Ministry of Corporate Affairs or SEBI and / or any other statutory authorities, from time to time.

**For Kirloskar Brothers Limited,**

**Sanjay C. Kirloskar**  
**Chairman & Managing Director**

**March 01, 2023**