



KIRLOSKAR BROTHERS LIMITED

A Kirloskar Group Company

Enriching Lives

HUMAN RIGHTS POLICY

1. Philosophy:

Kirloskar Brothers Limited (KBL) respects and promotes human rights for all individuals. It is committed to identify, prevent, and mitigate any adverse and probable human rights risks resulting from or caused by business activities as anticipated through robust due diligence and internal control systems. KBL recognises its impact on the communities in which it operates and is committed to engaging with stakeholders in the host communities to ensure that their concerns are given priority during the day-to-day operations. The local community grievances are resolved through active communication with local representatives. KBL is also committed to creating economic opportunity and fostering goodwill in the communities in which we operate through locally relevant initiatives.

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 integrate respect for human rights in management systems by ensuring due diligence for identifying and resolving the grievances.
- II. In any of the HR processes, Company shall not discriminate on grounds of race, caste, religion, colour, ancestry, marital status, gender, sexual orientation, age, nationality, ethnic origin, disability or any other category protected by applicable law.
- III. The Company shall recognize and respect the human rights of all relevant stakeholders and groups, including that of communities, consumers, and vulnerable and marginalized groups.
- IV. The Company shall, within its sphere of influence, promote the awareness and realization of human rights across their value chain.
- V. The Company shall encourage its value chain partners with whom it conducts business to abide by this policy and shall not compromise with any human rights violation.

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.



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- 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