



HUMAN RIGHTS POLICY
STATEMENT
2022

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1 OBJECTIVE

PATANJALI's Human Rights Policy-cum-statement provides a broad framework to ensure that all employees are treated with respect and dignity and a common set of principles apply to Patanjali for conducting its business and to further ensure that Patanjali do not violates human rights or abuses the rights provided to the employees of Patanjali. This Human Rights Policy-cum-statement is in adherence to Corporate Business Policies and in compliance with the applicable laws including internationally recognized human rights, as mentioned in the International Bill of Human Rights.

2 SCOPE

This Policy-cum-statement is applicable to all the employees of **PATANJALI FOODS LTD.**

3 APPLICABILITY

All the employees of Patanjali across all levels/categories of work are covered under this Policy-cum-statement. In the organizational and business context, it comprises of all the stakeholders including employees, associates, customers, vendors, contractors etc.

4 MAIN CONTENTS OF THE POLICY

4.1 Equal Opportunity Employer

The paramount motive of the code of conduct of this Policy-cum-statement is respecting each other through creating an equal opportunity and workplace free of discrimination and harassment. Patanjali do not discriminate or allow harassment to its employees based on race, color, religion, caste, disability, gender, national origin, sexual orientation, gender identity, gender expression, age, genetic information, military status, or any other legally protected status enshrined to all the citizens by way of fundamental rights provided under the Constitution of India, 1950.

4.2 Harassment Free Workplace

Patanjali is committed to providing a work environment free from harassment. The policy and norms of Patanjali prohibits sexual harassment and harassment based on pregnancy, childbirth or related medical conditions, race, religious creed, color, caste, national origin, or ancestry, physical or mental disability, medical condition, marital status, age, sexual orientation, or any other type of harassment protected by the Indian Law of Land.

4.3 Workplace Diversity

As **Patanjali** is developing and expanding its infrastructure and annexes, it aims to create an inclusive workplace and leverage the power of diversity for sustainable competitive advantage, where employees from different backgrounds can be provided with the opportunity to participate, develop and contribute freely and equitably in the organization.

By an inclusive environment, Patanjali means creating a place free of barriers in which each and every employee can be provided with the opportunity to participate, contribute and develop freely and equitably in the organization.

4.4 Abolition of Child Labor

Patanjali is against the exploitation of children (any person below the age of 18 years) through any form of work that deprives them of their childhood, interferes with their ability to attend regular school, and is mentally, physically, socially or morally harmful. Patanjali believes that each and every children should be prohibited from being exploited as per the provisions of the Child Labor (Prohibition and Regulation) Act, 1986 (as amended up to date).

4.5 Abolition of Forced Labor

Patanjali is against any form of coerced or forced labor and use of any physical punishment or threats of violence or any other forms of physical, sexual, psychological, or verbal abuse etc. to maintain decorum, discipline or control. Patanjali do not believe in the filling of its position through Time Bond agreements. Patanjali believes that nobody shall be held in slavery or servitude or any prisoned environment.

4.6 Freedom of Expression & Association

Patanjali recognizes the employees' right to assemble, communicate and join association of their choice in matters related to their employment within the purview of its policies, procedures and norms. Patanjali respect the rights of all of its employees to associate or not associate through Internal Employee Resource Groups and seek representation, to bargain or not bargain collectively in accordance with local applicable laws.

4.7 Freedom of Opinion & Expression

Patanjali recognizes the employees' right to freedom of opinion and expression including freedom to hold opinions without interference and to seek, receive and impart information and ideas through any media regardless of the frontiers.

4.8 Health, Workplace Safety & Environment

Patanjali ensures all of its employees a Good Health, Workplace Safety & Healthier Environment in its premises which commits to conservation of resources, prevention of pollution, adherence to all applicable legislations and elimination of accidents, occupational illnesses, and injuries at work.

4.8 Wages

Patanjali ensures that all of its employees shall be paid adequate wages/salaries to maintain their standard of living and to meet all their requirements. At all times, Patanjali ensures that the wages/salaries of its employees are higher than the minimum wages criteria prescribed by the respective State Governments in India. Patanjali further ensures that all its employees have the right to be paid as per the principles of equal pay for equal work, without any kind of discrimination.

5 EXECPTIONS

None

6 EFFECTIVE DATE

28th day of November, 2022.