

# Human Rights Policy

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## 1.0 About Policy

At ELANTAS Beck India Limited, we are steadfast in our commitment to uphold the highest standards of human rights throughout our operations. Our policy is grounded in the fundamental principles of dignity, equality, and justice, and it guides our interactions with employees, suppliers, partners, and the communities we serve.

We recognize the intrinsic worth of every individual and stand against discrimination in all its forms. Our workplaces are environments of respect, where diversity is celebrated, and where everyone has an equal opportunity to thrive. Within our company and across our supply chain, we advocate fair labor practices. Our employees are entitled to safe working conditions, fair wages, and the freedom to organize. We categorically prohibit the use of child labor (any person who is under the age of 18 years) and forced labor.

This policy is applicable to all aspects of our operations, extending to employees, suppliers, customers, partners and all other stakeholders who are integral to our business activities.

All employees of ELANTAS Beck India Ltd. will be provided Human rights training while joining, and refresher sessions on human rights will be conducted as deemed necessary. We shall also train our suppliers, partners, contractors, and other stakeholders on human rights and expect their adherence to our policy.

We are dedicated to creating systems that enable the reporting and resolution of human rights issues and infringements. We will thoroughly and swiftly examine all reported concerns in an unbiased manner. ELANTAS maintains a strict stance against human rights violations and forbids any instances of bias, enslavement, forced labor, underage labor, human trafficking, as well as any acts of violence, whether physical, sexual, psychological or verbal. We are committed to taking necessary actions to prevent and tackle such behaviors. We stand by those who raise concerns about human rights violations, ensuring their protection and offering confidential channels to address grievances.

Our ongoing due diligence process is designed to identify, assess, and address potential human rights impacts stemming from our operations, products, and services. We are committed to continuous improvement in this regard.

We also engage with our suppliers and vendors to ensure alignment with our principles, fostering ethical practices that resonate across the entire supply chain. We operate with a transparent approach, holding ourselves accountable for the human rights impacts of our actions. Through honest reporting, we proactively address and mitigate any adverse effects. Our suppliers shall be assessed against the standards outlined in this policy, promoting responsible practices throughout our value chain.

As a part of Ethical Conduct and Social Responsibility, ELANTAS Beck India Limited pledges to uphold the human rights of individuals, adopting an environment where human rights are respected, upheld, and championed. This policy is endorsed by our senior leadership and is communicated to all individuals and entities that engage with us.

Any violations of this policy shall bear consequences as per company's disciplinary policy. We encourage all individuals associated with EBIL to report on any cases pertaining to Human Rights Policy violations. We shall establish proper grievance mechanism for addressing matters related to Human Rights and take strict action against anyone if the person is found to be guilty.

We shall periodically review this policy to ensure its continued relevance, effectiveness, and alignment with the latest advancements in human rights practices.

This Policy has been approved by the Board of Directors of ELANTAS Beck India Limited on 20<sup>th</sup> December, 2023 and is effective from this date.