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**Exide Industries Limited (EIL)**  
**Human Resource Policy**

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## 1. INTRODUCTION

We at Exide Industries, consider our employees to be our most valuable asset and thus their wellbeing and professional growth is our prime focus. Our practices and policies are meant to establish meritocracy, transparency, fairness and equality amongst all employees. Trust is at the core of the Organization.

## 2. POLICY

We at Exide are committed towards fostering an environment that is supportive and conducive for all our employees. The HR practices and policies ensure that employees regardless of their race, gender, colour, religion, age, sexual orientation, religion, and nationality are treated with respect, dignity, equality and fairness.

We do not tolerate any forms of discrimination, harassment and unfair treatment under any circumstances and such untowardly behaviour by any employee strictly handled.

Our employees' professional development and growth is imperative for our Organizational goal, and we consciously focus our efforts towards realizing their true potential. Through our HR processes, we ensure that employees have equal opportunities within the Organization and that their merit and performance is the only differentiating criteria.

Our efforts are focused towards becoming an employer of choice and we proactively work towards engaging and developing our employees to secure sustainable future for all.

## 3. VIOLATIONS OF POLICY

Every employee of Exide must mandatorily abide by the principles as stated in the HR Policy. Upon discovery of deviation / violation of any nature, immediate action would be taken to address the situation and mitigate any potential impact on the organization.

Depending on the severity of the violation, appropriate corrective measures, such as verbal warnings, written warnings, or disciplinary action, would be implemented in accordance with company policies and procedures.

## 4. ACCESSIBILITY AND AMENDMENTS

This policy is accessible to all employees of Exide Industries Ltd in the Company Intranet and Company Website. The Management reserves the right to amend / modify / add / delete any clause of this Policy as found relevant in due course of time as guided by any statutory notice or changes in external environment not under the direct control or influence of the management.

## 5. VERSION HISTORY

| Version Number | Date of Enforcement              |
|----------------|----------------------------------|
| V1.0           | 20 <sup>th</sup> September, 2021 |
| V2.0           | 1 <sup>st</sup> April, 2024      |