



Exide Industries Limited (EIL)
Human Rights Policy



HUMAN RIGHTS POLICY

Respect for human rights is fundamental to the sustainability of Exide Industries Limited (EIL) and the communities in which we operate. In our Company and across our system, we are committed to ensuring that people are treated with dignity and respect.

EIL's Human Rights Policy is guided by international human rights principles encompassed in the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the United Nations Global Compact and the United Nations Guiding Principles on Business and Human Rights.

The Human Rights Policy applies to Exide Industries Limited, our subsidiaries, and suppliers. The Company is committed to working with and encouraging our partners uphold the principles in this Policy and to adopt similar policies within their businesses. The Vendor Policy applies to our suppliers and is aligned with the expectations and commitments of this Policy.

Respect for Human Rights

EIL respects human rights. It is committed to identify, prevent, and mitigate adverse human rights impacts resulting from or caused by our business activities well in advance through human rights due diligence and mitigation processes.

Community and Stakeholder Engagement

The Company recognizes its impact on the communities in which it operates. We are committed to engage with stakeholders in those communities to ensure that we are listening to, learning from and taking into account their views as we conduct our business. Where appropriate, we are committed to engage in dialogue with stakeholders on human rights issues related to our business. We believe that local issues are most appropriately addressed at the local level. We are also committed to creating economic opportunity and fostering goodwill in the communities in which we operate through locally relevant initiatives.

Valuing Diversity

The Company values the diversity of the people with whom we work and the contributions they make. We have a long-standing commitment to equal opportunity and intolerance of discrimination and harassment. We are dedicated to maintaining workplaces that are free from discrimination or harassment on the basis of race, sex, colour, national or social origin, religion, age, disability, sexual orientation, political opinion or any other status protected by applicable law. The basis for recruitment, training, compensation and advancement at the Company is purely qualifications, performance, skills and experience.

Regardless of personal characteristics or status, the Company does not tolerate disrespectful or inappropriate behaviour, unfair treatment or retaliation of any kind, including gestures, language, threatening, abusive, exploitive or sexually coercive act in the work place and residences and property of the company. Harassment is unacceptable in the workplace and in any work-related circumstance outside the workplace.

The company does not interfere with the personnel's rights to observe tenets or practices or to meet needs relating to race, national, social origin, gender, disability, sexual orientation, family responsibility, membership or political opinion.

It is the policy of the company to ensure that personnel are not forced for any kind of medical test/ investigation, which may harm the individual reputation under any circumstances.

These principles apply not only to Company employees, but also to the business partners with whom we work.

Freedom of Association and Collective Bargaining

The Company respects our employees' right to join, form or not to join a labour union without fear of reprisal, intimidation or harassment. Where employees are represented by a legally recognized union, we are committed to establishing a constructive dialogue with their freely chosen representatives. The Company is committed to bargaining in good faith with such representatives.

The organization will not interfere in any way with the establishment, functioning or administration of workers' union or collective bargaining.

Union members, representative of workers or any personnel engaged in organizing workers are not subjected to discrimination, harassment, intimidation, or retaliation for being union members, representative of workers and such representatives have access to their members in the workplace.

Safe and Healthy Workplace

The Company provides a safe and healthy workplace and complies with applicable safety and health laws, regulations and internal requirements as guided by our Occupational Health and Safety Policy. We are dedicated to maintaining a productive workplace by minimizing the risk of accidents, injury and exposure to health risks.

We are committed to engaging with our employees to continually improve health and safety in our workplaces, including the identification of hazards and remediation of health and safety issues.

Forced Labour and Human Trafficking

The Company prohibits the use of all forms of forced labour, and any form of human trafficking. Neither the organization, nor an entity supplying labour to the organization is allowed to promote / involve directly or indirectly in human trafficking.

Neither the organization, nor any entity supplying labour to the organization withholds any part of personnel's salary, benefits, property, documents in order to force such personnel to work for the company.

The company prohibits any form of retention, including original identification papers, deposits at the time of commencement of the employment.

The company does not charge an employment fee in full or part to be borne by workers.

Employees are free to terminate their employment after reasonable notice to the organization.

Child Labour

The Company prohibits the hiring of individuals that are under 18 years of age for positions in which hazardous work is required.

It is the policy of the company to establish, maintain and effectively communicate to personnel and other interested parties on remediation of child labour and provide / promote adequate financial support to enable such children to attend and remain in school until no longer a child (attains age 18 years).

Work Hours, Wages and Benefits

The Company compensates employees competitively relative to the industry and local labour market. We operate in full compliance with applicable wage, work hours, overtime and benefits laws, collective bargaining agreements and other legal applicable laws on breaks, public holidays etc.

It is the policy of the company to provide 1 day leave on six consecutive working day, subjected to exception on freely negotiated collective bargaining agreement or where the national law allows.

The Company ensures that all overtime is voluntary and does not become regular. It further prohibits overtime exceeding 12 hours.

Disciplinary Practice

It is the policy of the company to treat all personnel with dignity and respect. Company does not engage in or tolerate the use of corporate punishment, mental or physical coercion, or verbal abuse of person. Harsh and inhumane treatments are strictly prohibited.

Guidance and Reporting for Employees

Should you wish to report issues under the Human Rights Policy, such reports should be made directly to local Management or Human Resources.

The current policy shall come into effect from 8th May, 2024.