

**BALKRISHNA INDUSTRIES
LIMITED**

**Human Rights and Labor
Policy**

Policy Title	Human Rights and Labor Policy
Issue Number	1
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Policy brief and Purpose:

Balkrishna Industries Limited (hereinafter referred to as "BKT" or "the Company") respects international human rights principles. This policy's goal is to lay forth guiding principles for upholding and protecting human rights throughout the BKT's operations.

Scope and Coverage:

The Labour and Human Rights policy (hereinafter referred to as " the Policy") is applicable to all employees, directors, senior executives, officers, employees (whether permanent, fixed-term or temporary), consultants, contractors, trainees, seconded staff, workers, interns, business partners, suppliers, community or any other person affiliated with BKT.

Labour and Human Rights Policy Statements:

This policy is designed with the aim of raising awareness about human rights throughout the Company and strengthening its capacity to manage issues related to this topic. BKT endeavors to respect human rights by committing prohibition on child labour and forced labour. The company also ensures fair wages to all employees and workers. It abides with the local laws and regulatory compliances with respect to the working hours, minimum and fair wages, overtime provisions, leave, benefits to employees and workers (provident fund, Pension, Gratuity, Employee State Insurance Corporation (ESIC), Maternity, etc.) and safe working conditions. BKT is also committed to promote and protect human rights and encourage the culture of inclusivity across the value chain.

Areas covered on Labour and Human Rights

➤ Equal opportunity and fair treatment

BKT is dedicated to fostering an environment free from discrimination. It endeavors to respect diversity by treating our stakeholders with dignity and without any discrimination based on gender, caste, class, religion, ethnic origin, sexual orientation, persons with

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disabilities, etc. BKT also strive to maintain a work environment that enables employees to work without fear of prejudice, gender bias and sexual harassment.

➤ Forced Labor and Human Trafficking

BKT outlaws all types of forced work, including prison labor, indentured labor, bonded labor, military labor, contemporary forms of slavery and human trafficking.

➤ Harassment-Free Workplace

BKT understands the importance of a hostile-free environment to enable its employees to work efficiently. It is committed to protect the rights of all its employees and workers to provide them with a work environment free of physical, verbal, or mental abuse. BKT also has "zero tolerance" for harassment on the basis of race, color, religion, sex, sexual orientation, gender identity or expression, pregnancy, age, national origin, person with disabilities (PWD) and/or other actions that might promote an objectionable or hostile work environment, including unwanted or unsolicited sexual approaches.

➤ Safe Working Conditions

BKT is committed to ensure the safety and well-being of employees and workers. BKT undertakes adequate measures and provisions to ensure active response to any kind of emergency. (such as availability of medical facilities, healthcare staff, ambulance, first aid, fire-fighting infrastructure/ equipment) etc. All employees and workers receive regular health and safety training.

➤ Child Labour

BKT has zero tolerance towards child labor. The company complies with applicable minimum age laws and requirements. Further, it strictly prohibits child labour in any of the operations by value chain partners.

➤ Freedom of Association and Collective Bargaining

BKT respects the right of all workers to form and join a trade union or association of their choice and participate in collective bargaining without fear of intimidation or reprisal, in accordance with national law.

➤ Customers and Community engagement

BKT prohibits any discrimination towards its customers and society in general. It upholds compliance with local regulations and respect for the culture, customs and values of the people in the communities in which the company operates. BKT strives to promote compliance with human rights, maintain an open dialogue with interest groups and participate in social activities within the community.

Monitoring:

BKT will regularly conduct due diligence of its activities (directly related to its operations) in order to ensure compliance with human rights. BKT will ensure a regular assessment on human rights for its operations and value chain partners.

Trainings and Awareness:

BKT aims to implement and apply this policy throughout the organization through training and communication to ensure that all stakeholders are informed about the policy.

Grievance Redressal Mechanism:

BKT's grievance redressal mechanism provides a platform for all the stakeholders to register their complaints or concerns on Labor and Human Rights on hrd@bkt-tires.com. Stakeholders can raise the complaint on human rights without fear of prejudice. BKT has a dedicated platform and focal points assigned to receive and acknowledge the complaints with documentation.

Enforcement:

Any stakeholder found to have violated this policy shall be subject to disciplinary action as per the company's policy and regulatory guidance.