



Non-Discrimination and Anti-Harassment Policy

Policy of Non-Discrimination

Dabur India Ltd. is dedicated to offering fair employment opportunities. We adhere to all applicable laws; and do not discriminate on the basis of race, colour, gender, age, national origin, State domicile, religion, sexual orientation, gender identity or expression, marital status, citizenship, disability, veteran status, HIV/AIDS status, or any other legally protected factor in line with ILO convention.

Our non-discrimination in employment applies to all elements of employment, including recruiting, hiring, salary, promotions, transfers, punishment, demotions, job evaluation, terminations, access to pay & benefits and training, career progression and layoffs.

Employees are free to express concerns and make complaints without fear of reprisal. In this context, the Company has set-up Direct Touch platform to represent by Company Stakeholders. Any Dabur employee who engages in illegal discrimination will face disciplinary action, up to and including termination of employment.

Policy against Harassment at the Workplace

This policy prohibits gender-based harassment regardless of whether the objectionable behaviour is sexual in character or whether it constitutes a legal infraction. This policy also prohibits any unwanted behaviour based on gender, regardless of whether the harasser and the target are of the same or different genders.

Sexual harassment at the workplace includes any one or more of the following unwelcome acts or behaviour (whether directly or by implication) namely:

1. Physical Contact and advances; or
2. A demand or request for sexual favours; or
3. Making sexually coloured remarks; or
4. Showing pornography; or
5. Any other unwelcome physical, verbal or non-verbal conduct of sexual nature

Prevention of Harassment at the Workplace

Dabur has set up various mechanisms to identify early business and/or personal misconduct relating to harassment, including:

1. Having available to all employees the:
 - a. Code of Ethics & Conduct
 - b. Prevention of Sexual Harassment (POSH) Policy
2. Delivering appropriate training which includes ethics and compliance training

Prevention of Sexual Harassment (POSH) policy allows employees to report sexual harassment at the workplace. An internal complaints committee looks into all concerns of sexual harassment.



Systems for Reporting

Any employee who feels he or she has encountered or observed activity that violates this policy must report the incident promptly to his/her supervisor and/or Human Resources representative and/or Internal Complaints Committee under Prevention of Sexual Harassment (POSH) Policy of the Company. This policy authorises these persons to accept complaints on behalf of the Company.

Intercepting Complaints

All allegations indicating behaviour inconsistent with this policy will be immediately and fully examined. Employee cooperation is necessary during investigations. The Company is dedicated, to the greatest degree feasible, to safeguarding confidentiality. The Company will take all reasonable precautions to ensure that only those with a need to know are informed of the situation.

Corrective Measures

We do not tolerate any harassment or discrimination in violation of this policy. If an inquiry uncovers that a breach of this policy or other improper behaviour has occurred, the Company will take remedial action, up to and including termination of employment, as is necessary under the circumstances, regardless of the work status of those involved. The Company may penalise an employee for any improper behaviour uncovered through an investigation of a complaint filed in accordance with this policy, regardless of whether the conduct constitutes a violation of the law. If the individual who violated this policy is not a Dabur employee, we shall take whatever reasonable and necessary remedial action is warranted by the circumstances.

Responsibility, Accountability and Governance:

Responsibility for implementing this policy lies with the MANCOM members. Board level oversight is provided by Risk Management Committee of Dabur

Biplab Baksi
Executive Director-HR

Mohit Malhotra
Whole Time Director &
Global Chief Executive Officer