



Human Rights Policy

At Dabur, we are committed to the principles of sustainable development including protecting and respecting human dignity. We conduct our business in a fair and equitable manner, meeting our social responsibilities as a direct and indirect employer and we will respect the human rights of all our stakeholders.

Dabur will:

- be compliant with labour laws of the country in which we operate and ensure that our employees and business partners (contractors) are fairly and reasonably paid and remuneration structure is compliant with statutory obligations of the jurisdictions in which we operate
- promote fair working conditions and uphold human rights aligned with national regulations and international expectations and conventions
- include human rights-related requirements within contractual arrangements with vendors and suppliers
- have zero tolerance for any form of forced, compulsory or child labour either directly or through contracted labour
- aim to identify human rights related risks in business and develop a mitigation plan for the risks identified
- be an equal opportunity employer and treat all employees with respect and dignity and judged solely on their performance irrespective of their race, religion, caste, gender, sexual orientation, age or disability
- respect and preserve the culture and heritage of local communities including socially vulnerable groups that may be impacted by our operations and work towards developing a constructive relationship with such groups
- work within the industry and other government bodies to develop a common understanding to protect human rights

Redressal

We place importance on the provision of effective remedy wherever human rights impacts occur through company-based grievance mechanisms. We continue to build the awareness and knowledge of our employees and workers on human rights, including labour rights, encouraging them to speak up, without retribution. We are committed to continue increasing the capacity of our management to effectively identify and respond to concerns.

Going forward

We will track and publicly report on progress periodically. The policy covers all our operations and value chain.

Mohit Malhotra
Chief Executive Officer