

Dalmia Bharat Limited
Regd. Office: Dalmiapuram-621651, Dist. Tiruchirappalli, Tamil Nadu
CIN: L14200TN2013PLC112346

ANTI-HARASSMENT AND NON-DISCRIMINATION POLICY

Dalmia Bharat Limited ("**the Company**"), is committed to providing a workplace free from harassment and discrimination. This policy is in line with internationally recognized frameworks including, United Nations Global Compact Principles (UNGC), United Nations Guiding Principles on Business and Human Rights (UNGP), International Labour Organization (ILO) and its associated international standards.

In accordance with this policy, framework and guidelines shall be developed to address any reported issue of harassment/discrimination at the workplace. All employees (permanent, temporary contract) as well as trainees of the Company as well as visitors are covered under this Policy. The Company has a zero- tolerance approach towards any form of harassment (such including but not limited to insulting comments, intimidation, bullying or hostile work environment).

Objective:

To ensure a safe and secure workplace free from threats, harassment, discrimination or any other intimidating behaviours of any kind. To also ensure that any such incident is investigated and appropriate action is taken to restore the faith of the stakeholder in the organization.

As per the Policy:

- Employees shall behave in a manner conducive to promote a harmonious and productive atmosphere in the workplace.
- Employees shall comply with all guidelines framed from time to time including the Prevention of Sexual Harassment (POSH) guidelines of the Company.
- Employees shall not indulge in sexual or any form of harassment/ discrimination based on the race, sex, color, national or social origin, ethnicity, language, religion, caste, age, disability, marital status, sexual orientation, gender identity or expression, citizenship status, political opinion or any other status protected by applicable laws.

Violation

Any violation of this policy shall be treated as violation of code of conduct of the Company and appropriate action will be taken by the Management in case of breach. Complaints under this policy (except POSH related matters) shall be made to the Ethics Committee of the Company. If Complaints are related to POSH matters to be made to Internal Complaints Committee.

This policy applies to Dalmia Bharat Limited and all its subsidiaries.

Date: May 28, 2024

Managing Director & CEO