



VVF HUMAN RIGHTS POLICY

Introduction

At VVF India Limited (hereinafter be referred to as “VVF”) which includes its subsidiaries, affiliates and associate Companies are committed to upholding the highest standards of human rights in all aspects of our business operations. VVF believe that respect for human rights is fundamental to our mission and values and is essential for fostering a positive and inclusive work environment.

VVF Human Rights Policy is designed to ensure that we operate with integrity, fairness, and respect for all individuals.

Reference Documents:

VVF Human Rights Policy is inspired by several foundational documents and standards that guide our commitment to upholding human rights in all aspects of our operations. These include:

1. The Universal Declaration of Human Rights
2. The International Labour Organization’s Declaration on Fundamental Principles and Rights at Work
3. The International Covenants on Civil and Political Rights, and on Economic, Social and Cultural Rights
4. Various international treaties and conventions related to human rights

These sources provide a comprehensive framework that helps us ensure dignity, fairness, and respect for all individuals associated with VVF.

Applicability:

Within our organization, this includes everyone connected to our operations: employees, associates, customers, vendors, contractors, and other stakeholders.

Clauses:

1. Employment is freely chosen

- There is no forced, bonded or involuntary prison labour. Workers are not required to lodge "deposits" or their original identity papers with VVF and are free to leave VVF after a notice period. The detailed conditions are elaborated in their appointment letter/s.

2. Freedom of association and the right to collective bargaining are respected

- Workers without distinctions have the right to join or form trade unions / associations of their own choosing for collective bargaining.
- An open attitude is adopted towards the activities of trade union and their organizational activities as per The Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices Act, 1971.
- No discrimination against worker representatives. The representatives have access to carry out their functions in the workplace without affecting their normal routine duties.

3. Working conditions are safe and hygienic

- VVF shall strive to eliminate potential hazards from the workplace and provide a safe and healthy work environment for its employees and to strive to comply with all applicable occupational safety and health laws and standards. VVF shall strive to develop and sustain an environment in which individuals, teams and the organization can flourish and tap their full potential.
- Workers shall receive regular health and safety training; the records of such training shall be maintained.
- Access to clean toilet facilities and to potable water shall be provided.
- VVF has assigned this responsibility for Safety and Health to a Senior Management representative (EHS Head).

4. Child labour shall not be used

- VVF shall not employ Child labour.
- These policies and procedures shall conform to the provisions of the relevant International Labour Organization (ILO) standards

5. Living wages are paid

- As a minimum, VVF as a company complies with local legal standards regarding wages and benefit. Notwithstanding the industry benchmark, we emphasize that the higher than the minimum standards are practiced.
- VVF hires people on the basis of qualifications / experience for the work to be performed and without any discrimination on the basis of race, caste, religion, national origin, ethnicity, colour, gender, gender identity, age, citizenship, sexual orientation, veteran status, marital status, disability or any other characteristic protected by law.
- All workers shall be provided with written and understandable Information about their employment conditions in respect to wages before they enter employment and about the particulars of their wages for the pay period concerned each time that they are paid.
- Deductions from wages as a disciplinary measure shall be permitted as per the provision of the law. All disciplinary measures will be recorded.

6. Working hours are not excessive

- Working hours, excluding overtime, shall be defined by contract, and shall not exceed other than that defined by law.
- All overtime shall be voluntary in respect of work other than that described as essential work or where employed on continuous process. Overtime shall be used responsibly, taking into account all the following: the extent, frequency and hours worked by individual workers and the workforce as a whole. It shall not be used to replace regular employment. Overtime shall always be compensated as defined by law from time to time.
- The total hours worked in any seven-day period shall not exceed as per legal limit other than following reasons:
 - This is allowed by national law.
 - This is allowed by a collective agreement freely negotiated with a workers' organization representing a significant portion of the workforce.
 - Appropriate safeguards are taken to protect the workers' health and safety.
 - The employer can demonstrate that exceptional circumstances apply such as unexpected production peaks, accidents or emergencies.
- Workers shall be provided weekly off & holidays as specified in The Factories' Act, 1948.

- **No discrimination is practiced** - VVF treats all personnel with dignity and respect and protect its workers from any acts of physical, verbal, sexual or psychological harassment, abuse or threats in the workplace, whether committed by managers or fellow workers.

7. Regular employment is provided

- To every extent possible work performed will be on the basis of recognized employment relationship established through national law and practice.
- Obligations to employees under labour or social security laws and regulations arising from the regular employment relationship will be fulfilled on the basis of existing labour law provisions.

8. No harsh or inhumane treatment is allowed

- VVF has a policy in place on the subject of The Prevention of Sexual Harassment of Woman at Workplace. All cases of sexual harassment defined in the Sexual Harassment of Woman at Workplace Act, 2013 are dealt with in letter and spirit as per the company policy.

Exceptions:

VVF Global CHRO regularly reviews the Human Right Policy to ensure that they remain in compliance with the International law on Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, and relevant local laws in our areas of operation.