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| <b>Doc No:</b><br>HR/POL/Human Rights   | <b>Doc. Title: Human Rights Policy</b>             |                                     |                                      |                                   |
| <b>First Issued Date:</b><br>10.10.2020 | <b>Revision No.:</b> 01                            | <b>Revision Date:</b><br>01.01.2022 | <b>Effective Date:</b><br>01.01.2022 | <b>Next Review:</b><br>01.01.2024 |
| <b>Applicable Location:</b>             | Applicable to all units and offices of EPL Limited |                                     |                                      |                                   |
| <b>Retention Limit</b>                  | Permanent with continuous updation                 |                                     |                                      |                                   |

| Authority          | Name                | Designation                          | Sign and Date  |
|--------------------|---------------------|--------------------------------------|--|
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| <b>Approved By</b> | Mr. Dileep Joshi    | Global Chief Human Resources Officer |  |

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### 1. PURPOSE

At EPL Ltd., high regard and respect for human rights are top priorities. We understand our responsibility to respect human rights and strictly adhere to it.

### 2. INTRODUCTION

Sustainable economic operations are possible only by acting ethically and with integrity. EPL Ltd. is fully committed to the company's responsibility for human rights in conducting our business operations.

EPL Ltd affirms commitment to:

- The relevant international conventions and declarations:
- The International Human Rights Charter
- The core labour standards of the International Labour Organisation (ILO)
- The Declaration on the Fundamental Principles and Rights at Work (ILO)
- The UN Guiding Principles for "Business and Human Rights" (UNGP)
- The ten principles of the UN Global Compact

Reference to other relevant standards and voluntary initiatives:

- Global Reporting Initiatives
- SDGs of United Nations

Key human rights-related areas covered by EPL Ltd include:

1. No Child Labour
2. No Forced / bonded / compulsory Labour
3. Long term employment relationship
4. Fair wages/compensation
5. Upholding Working conditions and driving Health and Safety
6. Accessibility for persons with disabilities
7. Freedom of Association and the Right to Collective Bargaining
8. Prohibiting Discrimination, Harassment and Violence

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Approved by:

  
Dileep Joshi  
Global Human Resource Officer

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### 3. SCOPE

The EPL Global Human Rights Policy applies to all EPL employees and employees of subsidiaries. It also applies, as far as is reasonably achievable, to our upstream and downstream supply chain comprising of suppliers and third party contractors.

### 4. IMPLEMENTATION

EPL Ltd ensures effective implementation and undertakes:

- If any stakeholder witnesses or has knowledge of any incidents with respect to EPL's operations involving a violation of this policy, the stakeholder may report the same to alleged incident to EPL's Human Rights Council at global level comprising of Chief Human Resources Officer, Unit Heads, Unit HC members, Global Supply Chain Head and Chief Compliance officer.
- Assessing the company's human rights impacts and risk areas, including new operation assessments and stakeholder engagement
- Integrating human rights throughout the company, looking at business processes, training, communication, management systems, etc.
- Taking actions and tracking performance w.r.t Qualitative and Quantitative Targets
- Communication on how impacts are addressed by senior most team member

#### Qualitative Target:

- Conduct a basic policy gap analysis/mapping exercise
- Conduct basic mapping of key potential impacts
- Conduct EPL's Human Rights Council meet every quarter
- Conduct Awareness Sessions Internally
- Regularly review and update the progress on our efforts, and annually communicate the results through our CSR report and other communication tools

#### Quantitative Target:

- Number of meets of EPL's Human Rights Council conducted every year
- Number of Awareness Sessions conducted internally
- Number of Human Rights initiatives and programs conducted every year

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Global Human Resource Officer

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### 5. REMEDIATION:

In the event there is an unfortunate instance, EPL Limited has a detailed processes and systems for remediation which are undertaken promptly and monitored by the senior most team member.

### 6. MONITORING AND REVIEW

This policy will be periodically reviewed for suitability, effectiveness and implementation by the Global Chief Human Resources Officer.

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Approved by:

Dileep Joshi

Global Human Resource Officer

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