

Anti-Harassment and Anti-Discrimination Policy

Aditya Birla Capital Limited

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Table of Content

Particulars	Pg. No.
Document Owner, Version Control & Review Process	3
The Policy	4

Document Owner, Version Control & Review Process

Particulars	Details
Version Control	This version dated January 1, 2025 is the ABCL Anti-Harassment and Anti-Discrimination Policy of Aditya Birla Capital Ltd. The Policy may be reviewed/modified if warranted by changing regulatory requirements.
Version No.	ABCL/01/04/25/ABCL-004
Document owner(s)	Head – HR Operations and Shared Services
Process for any modification/revision	Any modifications/revisions in this document shall be approved by Head – HR Operations and Shared Services

Circular	Issue Date
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Aditya Birla Capital Limited ('ABCL') is committed provide a safe working environment that is free of discrimination and harassment of any form and where basic rights of employees are protected.

We follow the relevant international, national, regional, and local directive on these matters, wherein we are committed to respecting the differences, cultivating diversity, and engaging with integrity and inclusion of our workforce, communities and all people whose lives we touch, directly or indirectly, by our operations (all business units i.e. subsidiaries, associates and new projects) and product and services (including our contractors, customers, dealers, vendors, logistics partner). Our Anti-Harassment and Discrimination Policy is in line with internationally recognized frameworks, including the UNGP, UNGC, ILO, Social Accountability 8000 International Standard and its associated international instruments.

Consistent to our values, we are committed to provide a workplace free of discrimination and harassment. Sexual or any form of harassment / discrimination based upon race, colour, religion, gender, sexual orientation, gender identity or expression, age, physical or mental disability, marital status, national origin or ancestry, citizenship status protected by national, state or local law is prohibited.

Every ABCL operations unit including subsidiaries and associates endeavours to achieve our commitment by:

- ♣ Providing equal employment opportunities to all staff and prospective staff and maintaining a working environment free from discrimination, harassment, and bullying.
- ♣ Committing to fair pay, transparent compensation principles, and a diverse and inclusive workplace.
- ♣ Defining, regularly updating and having zero tolerance for conduct which can be classified as harassment (such as rude or insulting comments, intimidation, bullying, or hostile work environment to name a few), sexual harassment (as defined in our policy on Prevention of Sexual Harassment and by law) and discrimination (such pre-defining roles and responsibilities based on stereotypical assumptions and differential treatment, to name a few).
- ♣ Requiring all employees to complete Anti-Harassment and Discrimination training at the time of hire and refresher training periodically, irrespective of their position in the company.
- ♣ Defining escalation and grievance redressal process right from reporting of cases of discrimination / harassment, investigation of the reports to prohibiting any form of retaliation towards the victim, supporting the victim and finally delivering justice by taking corrective or disciplinary action, as much is capable by virtue of the company's jurisdiction.

We are committed to working collaboratively with all stakeholders on discrimination and harassment issues proactively. ABCL along with its subsidiaries and associates shall sign up to this policy or develop an equivalent that shall be implemented throughout its operations.

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