

Kirloskar Oil Engines Limited

Human Rights Policy

Introduction:

Kirloskar Oil Engines Limited ("KOEL"/"the Company"/"We") values growing global consensus that organisations have a responsibility to respect human rights. Our Company has always endeavored to conduct business responsibly and ethically. It supports the principles contained within United Nations Declaration of Human Rights ("UN Guiding Principles") and International Labour Organisation Declaration on Fundamental Principles and Rights at Work ("ILO Declaration").

Purpose:

The purpose of this policy is to formally document and outline our commitment to respect human rights and do business with ethical values and embrace practices that support human rights and labour laws across our value chain.

Scope:

This policy applies to:

- i. Directors of the company
- ii. All employees of the company on permanent and contract role
- iii. Suppliers, subsidiaries, distributors, business contacts, agents, advisors, business associates, including current and potential clients, customers and others acting on the Company's behalf

Our commitment:

KOEL is committed to ensuring that human rights are adhered to at all times during the course of business across all its locations. We are committed to the following principles in all our operations with stakeholders across the value chain.

- We will promote non-discriminatory and non-harassing work environment. We commit to have zero tolerance against discrimination based on age, gender, caste, creed, religion, colour, national origin, disability, medical condition, pregnancy, sexual orientation, regionalism, political affiliation etc.
- We believe in the right of the workers to exercise freedom of association and collective bargaining by establishing and joining organizations of their own choosing without the need of prior authorization.
- We will not employ child labour across all our factory locations, regional / branch / site offices.

- We will not engage any forced or compulsory labour across all our locations, regional / branch offices. KOEL does not advocate, promote or allow slave labour and bonded labour.
- We will ensure that human rights clauses are included in significant investment agreements and contracts.
- We will not violate the rights of indigenous peoples during the course of our business activities.
- We will evaluate and assess new as well as existing suppliers periodically covering their legal, EHS and human rights compliance. It will also ensure that child labour is not engaged by our direct suppliers and contractors.
- We will provide various mechanisms / platforms to employees, suppliers and other relevant stakeholders for filing / reporting all kinds of grievances including human rights related grievances.
- We will subject our operations to periodic human rights reviews or impact assessments and take necessary corrective actions if any human rights violations are identified.
- In order to ensure compliance to its Human Rights Policy, KOEL will train its employees including the security personnel in an on-going manner about its values, code of conduct, basic Human Rights and other behavioural aspects while discharging their duties.

Compliance and Grievance mechanism:

The Ethics Committee of KOEL will ensure compliance and grievance mechanism for this Policy.

Review and Update:

This Policy shall be reviewed to ensure its continued applicability and relevance to the Company's operations and evolving stakeholder expectations.

For Kirloskar Oil Engines Limited

Sd/-
Gauri Kirloskar
Managing Director

Date: 19th May 2023
Place: Pune