

LABOUR POLICY.

1. Introduction

EIL is committed to maintaining the highest standards of integrity, transparency, and ethical behaviour. The scope of this code of conduct extends to all employees, officers, directors, and third parties acting on behalf of the company. Any violation of this Code may result in disciplinary action, including termination and legal consequences.

2. Employment can be freely chosen

There is no forced or bonded labour. Workers are not required to lodge deposits or their identity papers and are free to leave after reasonable notice.

3. Freedom of association and the right to collective bargaining

Workers, without distinction, have the right to join or form trade unions of their own choosing and to bargain collectively. There is no restriction regarding the activities of trade unions and their organizational activities. Workers' representatives are not discriminated against and have access to carry out their representative functions in the workplace.

4. Working conditions

All employees are provided with a safe and hygienic working environment. Adequate measures are taken to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work. Safety Training is conducted for all employees at regular intervals, including new joiners. Adequate clean toilet facilities and to potable water are provided to all employees. The Manager, HR is responsible for implementing health and safety practices in collaboration with the Safety Officer.

5. Child labour and forced labour:

The company has zero tolerance for child labour, forced labour, modern slavery, and human trafficking either within our own operations or within our supply chains. We ensure complete compliance with all age regulations and zero incidents of child labor annually in our operations. The company also aims to conduct supply chain audits to identify and eliminate any instances of child labour or forced labour in the supply chain, with a target of 100% of tier-1 suppliers' audits by FY2027. For very large suppliers who are already following best practices, self-declarations or voluntary/third-party audit reports will be considered.

6. Wages

Wages are paid in accordance with the minimum wages notification received from the Department of Labour and Employment (UT of DNH & DD), which is revised periodically

based on inflation. All Employees are provided with an appointment letter written in the local language, which is understandable to them.

7. Working hours

The number of Working hours per week is 48 hours. Overtime is always voluntary. Overtime wages will be twice the normal wages. A maximum of 60 hours is the allowed working hours in any seven-day period. Workers are provided one day off every week.

8. No discrimination

There is no Discrimination in hiring, compensation, access to training, promotion, termination, or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership, or political affiliation. 100% of employees will receive anti-harassment training annually, and any harassment complaints received will be resolved within 30 days.

9. Regular employment

All Employees are provided with regular employment with an appointment letter written in a local language understandable to the Employees

10. No harsh or inhumane treatment

Physical abuse, threat of physical abuse, sexual/ other harassment, and verbal abuse or other forms of intimidation are prohibited and not allowed.

11. Compliance with Laws and Regulations

All employees must comply with applicable local, national, and international laws, regulations, and industry standards All employees must comply with applicable local, national, and international laws, regulations, and industry standards. Any unlawful activity, including fraud, bribery, and corruption, is strictly prohibited.

12. Anti-Fraud and Financial Integrity

Employees must not engage in fraudulent activities, including falsification of records, misrepresentation of financial data, or any deceptive conduct. Accurate and transparent financial reporting must be maintained at all times. One hundred percent of employees will receive training on fraud prevention practices annually.

13. Anti-Money Laundering (AML)

Employees must ensure that business transactions comply with anti-money laundering laws. Any suspicious activity, such as attempts to disguise the source of funds, must be reported immediately to the Compliance Officer.

14. Anti-Bribery and Corruption

Bribery, corruption, and offering or accepting improper advantages are strictly prohibited. Employees must not offer or accept anything of value that could influence business

decisions. All business dealings should be conducted fairly and transparently. We aim to maintain zero cases of bribery or corruption across the organisation, and 100% of employees will be trained on anti-bribery and anti-corruption practices every year.

15. Conflict of Interest

Employees must avoid situations where their personal interests conflict with those of the company. Any potential or actual conflict of interest must be disclosed to the management. Employees must not engage in business or personal activities that compete with EIL.

16. Confidentiality and Data Protection

Employees must protect confidential company information, including trade secrets, financial data, customer information, and proprietary knowledge. Personal data must be handled responsibly and in compliance with applicable data protection laws of India as well as the countries where we do business. 100% our locations will be covered by ISO 27001 certification by 2027-28, and biennial information security risk assessments will be conducted for all locations.

17. Workplace Ethics and Professionalism

Employees must treat colleagues, customers, and stakeholders with respect and fairness. Discrimination, harassment, and workplace violence will not be tolerated. The company promotes a diverse and inclusive work environment.

18. Money Laundering and Fraud

EIL upholds integrity and transparency in all financial transactions. Employees must not engage in or facilitate money laundering, fraud, or any activities that compromise the company's ethical and legal standards. Any suspicious financial activity must be reported immediately.

19. Insider Trading

Employees must not use non-public, material information about the company to buy or sell securities. Any insider information must be kept confidential and should not be shared with unauthorized individuals.

20. Gifts, Entertainment, and Hospitality

Employees must not accept or give gifts, entertainment, or hospitality that may create an obligation or influence business decisions. Any exchange of gifts must comply with company policies and be of nominal value.

21. Responsible Use of Company Assets

Company resources, including funds, equipment, and intellectual property, must be used responsibly and only for legitimate business purposes. Unauthorized use, theft, or misuse

of company assets is strictly prohibited.

22. Environmental, Social, and Governance (ESG) Commitment

EIL is committed to sustainable practices and corporate social responsibility. Employees must contribute to environmental protection, ethical labor practices, and sound governance.

23. Reporting Violations and Whistleblower Protection

Employees are encouraged to report violations of this Code or any unethical conduct through the designated reporting channels. Retaliation against whistleblowers is strictly prohibited, and all reports will be handled in a confidential manner. We aim to achieve 100% awareness among all employees regarding the available channels for reporting potential policy violations.

24. Investigation Process

The HOD/Business Head will address fraud allegations in accordance with the applicable procedures, and where necessary and appropriate, the HR Head will be notified to take action to protect company assets and property. Investigations will take into account legal requirements, and advice will be sought at the earliest opportunity to determine whether the alleged act may constitute a criminal offence.

25. Disciplinary Actions

Violations of this Code of Conduct will result in disciplinary action, which may include warnings, suspension, termination, or legal proceedings, depending on the severity of the offense.

26. Conflict of Interest

Employees of EIL must avoid situations where personal interests conflict with the company's best interests. Any potential or actual conflict of interest must be disclosed, ensuring business decisions are made with integrity and impartiality.

27. Review and Revision

The Emmbi Code of Conduct is reviewed annually or as legal, industry standards, and global best practices evolve. All updates will be approved by senior management and communicated to all employees, partners, and stakeholders through the appropriate channels of communication.

28. Acknowledgment

All employees must acknowledge and adhere to this Code of Conduct. Regular training and updates will be provided to ensure compliance and awareness.

Conclusion

EIL upholds integrity, transparency, and ethical business conduct. Every employee has a responsibility to follow this Code and promote a culture of honesty and accountability.

Managing Director**EMMBI INDUSTRIES LIMITED**