



RALLIS INDIA LIMITED
A **TATA** Enterprise

BUSINESS AND HUMAN RIGHTS POLICY

Rallis India Ltd. recognizes upholding of human rights as an integral aspect of doing business.

We commit to respect and protect human rights and remediate adverse human rights impacts resulting from or caused by our business.

The policy is aligned with the principles contained in the Universal Declaration of Human Rights, ILO Declaration on Fundamental Principles and Rights at Work and the United Nations Guiding Principles on Business and Human Rights and is consistent with the Tata Code of Conduct.

Rallis India shall recognize individuals and communities as holders of human rights and shall:

- Constitute a governance structure to oversee human rights commitments.
- Integrate an approach that respect and protects human rights in business strategy and risk frameworks.
- Foster an understanding of human rights across all rightsholders of the business.
- Advocate protection of human rights adverse impacts resulting from or caused by business.
- Set up a fair, transparent and consultative remediation framework to address adverse human rights impacts.
- Disclose progress of human rights performance in line with national and/or global reporting frameworks.

Date: 5th January 2022



Sanjiv Lal
MD & CEO