

**CANTABIL RETAIL INDIA LIMITED**

**Policy on “Human Rights”**

**Policy on “Human Rights at Cantabil Retail India Limited”  
(Under the Act, “The Protection of Human Rights Act, 1993”)**

**Introduction**

Cantabil Retail India Limited recognizes the valuable role that business can play in the longer-term protection of human rights. The Company is committed to respecting the human rights of its workforce, communities and those affected by our operations wherever we do business (including our stakeholders, contractors and suppliers).

Our commitment entails respecting human rights and seeking to avoid involvement in human rights abuses, identifying, assessing and minimizing potential adverse impacts through due diligence and management of issues and resolving grievances from affected stakeholders effectively.

**The Policy**

To understand the above, following policy is provided: - “Cantabil Retail India Limited respects and supports the dignity, well-being and human rights of all stakeholders. Cantabil is committed to developing a culture which inculcates respect and support for Human Rights and seeks to avoid connivance in Human Rights abuses. This policy is in accordance to the principles of International Labour Organization and United Nations Global Compact.

Cantabil would ensure conformance to fundamental labour principles including the prohibition of child labour, forced labour, freedom of association, protection from discrimination based on age, gender, marital status, differently abled, race, national/regional origin, ancestry, indigenous status, personal beliefs, religion & spiritual practice, political affiliation, sexual orientation, etc.in all its operations by imparting relevant training and aligning the conduct of its employees”

**Cantabil endeavors to achieve its commitment by:**

- a) Maintaining positive legal compliance with applicable constitutional and regulatory human rights requirements and conforming to the Cantabil Code of Conduct,
- b) Undertaking an iterative, due diligence process, the focus of which is identifying, assessing and managing potential risks and impacts;
- c) Aligning our existing policies, processes and activities with our commitment to respect human rights, including those related to applied labour practices, employee engagement and grievance handling;
- d) Promoting awareness of the human rights with employees at various levels of our operations through training and communication;
- e) Engaging with stakeholders in an inclusive, transparent and culturally appropriate manner on human rights concerns related to our business activities;
- f) Valuing diversity, equal opportunity and the need to consider the rights of women;
- g) Prohibiting all forms of child labour, forced/trafficked labour, discrimination and harassment,
- h) Providing access remedy by resolving grievances in a timely and culturally appropriate manner;
- i) Influencing our contractors, suppliers and other organizations with whom Cantabil Group has a leverage to adopt our sustainable business framework and to encourage and support the development of equivalent management systems;
- j) Developing goodwill, creating sustainable employment and stimulating economic opportunities in the area/region where we operate.

k) Establishing clear accountability by assigning adequate resources and responsibilities for effective management of human rights risks; and

l) Continually improving human rights performance by sharing good practices and learning, setting and reviewing targets, and monitoring, reporting and disclosing performance.

### **Governance Mechanism**

- Before addressing a formal grievance, employees are encouraged to try and resolve the issues informally with respective line manager/ Head-Plant P&A/ HR Business Partner (HRBP).
- The formal procedure should be used whenever the employee is not satisfied with the informal resolution provided by the line manager/ Head-Plant P&A/ HRBP.
- The procedure for grievance redressal as mentioned in “Grievance Redressal Policy” should be followed for the resolution of all the formal grievances.
- All the grievances related to human rights, physically challenged & POSH etc. will also be handled as per procedure laid down under Whistle Blower Policy, The Sexual Harassment of Women at Workplace (Prevention, Prohibition & Redressal) Act, 2013 and Code of Conduct as well.

This policy shall be reviewed periodically for its suitability and updated as necessary or may be revised by appropriate Government under the Referred Act.