

**BALKRISHNA INDUSTRIES
LIMITED**

Employee Welfare Policy

Policy Title	
Employee Welfare Policy	
Issue Number	1
Issue Date	18 th May, 2016
Approved by	Board of Directors
Revision Number	1
Revision Date	27 th May, 2023

Policy brief and Purpose:

Balkrishna Industries Limited (hereinafter referred to as "BKT" or "the Company") believes that employees are key to success. When we respect and value one another we succeed individually and as a Company. The Company has taken various measures for the wellbeing of its employees and has developed this policy to disclose its actions towards the welfare of its employees.

Scope and Coverage:

This Employee Welfare Policy shall be adhered by the all stakeholders of BKT.

Our Policy Outlines:

- Promoting employee welfare.
- Providing a hygienic workplace for employees.
- Ensuring good health and safety at the work place.
- Ensuring a work place free from any discrimination or harassment.
- Providing a fair and transparent grievance mechanism for reporting noncompliant practices by any individual within the Company or any associated third party.

We Aim to:

- Support the formation of associations among employees and other associates which deals with their rights. The Company will always acknowledge such associations without any reservations.
- Protect the rights of all the employees falling into any employment category under various international laws/ conventions/ declarations.
- Condemn any child labour, forced labour or unpaid labour in our premises and throughout the value chain.
- Not discriminate among employees or their associations on the grounds of gender, caste, creed, geographical background, or any other criteria.
- Not discriminate during the recruitment of employees on the grounds of race, color, religion, sex, nationality, origin, age, employee relatives or disability.
- Respect the diversity of all the business processes and accord equal treatment to such persons or business associates.

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- Provide all staff members with the tools they need to develop professionally, through our training and development activities.
- Build the competences of our employees and improve their performance through training and development.

Grievance Redressal Mechanism:

The Company's grievance redressal mechanism allows employees and workers to report their grievances or concerns. The concerned team will examine any complaints on this policy violation and take appropriate actions.

Enforcement:

Relevant stakeholders who are responsible to implement this policy if found to violate this, may face disciplinary action.