



LLOYDS ENTERPRISES LIMITED

Registered Address: A-2, 2nd Floor, Madhu Industrial Estate, Pandurang Budhkar Marg, Lower Parel, Mumbai – 400013

Tel: 022 - 6291 8111 Email: lloydspartnerprises@lloyds.in www.lloydspartnerprises.in

(CIN) L27100MH1986PLC041252

HUMAN RIGHTS POLICY

Introduction

Lloyds Enterprises Limited (“**the Company**”) understands that business can play a valuable role in the long-term protection of human rights. The Company is committed to sustainable development by protecting human life, health, and the environment, while promoting employment, business opportunities, and social well-being in the communities where we operate. We uphold the human rights of our workforce and those affected by our operations, guided by international standards such as Social Accountability 8000 International Standard, the UN Guiding Principles on Business and Human Rights, and the Universal Declaration of Human Rights.

Our commitment to human rights involves actively avoiding any involvement in abuses by identifying, assessing, and minimizing potential adverse impacts through due diligence and effective management. We ensure every employee is treated with respect and dignity, has the freedom to choose when and where they work, operates in a safe environment, and receive fair compensation. The Company takes pride in providing full-time employees with safe working conditions, reasonable hours, fair pay, healthcare benefits, and retirement contributions. The Company strictly prohibits the use of child labour and forced labour in all its facilities and is dedicated to promoting respect for human rights throughout our spheres of influence.

Scope

This policy is also applicable to all Directors, Senior Management employees, business partners, suppliers, and others with whom Lloyds Enterprises Limited does business.

Achieving our commitments to Human Rights

To uphold its commitment to Human Rights the Company aims to achieve the following:

1. The Company respects and complies with all applicable laws and regulations including those related to human rights laws.
2. All policies and procedures are aligned towards respecting human rights, covering areas such as labor practices, land acquisition, supply chain and security management.
3. Human rights awareness is promoted across all levels of the organization through training sessions and internal communication.
4. Employees are treated with dignity and respect irrespective of their race, gender, religion, caste, age, marital status, union membership and family status.
5. Where appropriate, the Company engages with all stakeholders in an inclusive, transparent, and culturally appropriate manner on human rights concerns related to our business activities.
6. All forms of child labour, forced / trafficked labor, discrimination, and harassment are strictly prohibited.
7. The Company maintains zero tolerance towards sexual harassment and has a robust mechanism in place to investigate and take disciplinary action against offenders.
8. Clear accountability is established by allocating adequate resources and responsibilities for effective management of human rights risks.
9. The privacy of all employees and business partners are respected with, all reasonable measures to protect personal data and ensure it is not disclosed the same to anyone unless legally mandated.
10. The Company is committed to continuously improve human rights performance by sharing good practices and learnings, setting, and reviewing targets, and monitoring, reporting, and disclosing performance.

Privacy

The Company will:

- i. Not ask workers about their health or pregnancy status except when the status is directly relevant to the performance of job duties and seeking to keep such information confidential.

- ii. Ensure adequate protection of personal information held by the company. The Company will provide an individual's personal or other information to government authorities to the extent required by law and upon request, or with the individual's permission.
- iii. Seek to minimize the use of monitoring, surveillance and security measures that may invade the privacy of individuals to the extent practicable and using such measures solely for the legitimate business purpose of protecting its assets.

Equal Opportunity, Non-Discrimination, Diversity, and Inclusion:

The Company encourages an inclusive work environment, wherein diversity is valued, and equal opportunities are available to all the employees and stakeholders. The Company follows applicable laws and regulations in the matter of deciding salaries, hours of work and welfare measures.

a) Age:

No age-based discrimination will be practiced by the company, either directly or indirectly. The company will take care to ensure that no one is given a worse treatment because of their real or perceived age.

b) Gender:

The Company will not discriminate on the basis of gender in regards to any part of employment (hiring, compensation, job assignments, promotions, layoffs, training, fringe benefits, and any other terms or conditions of employment), and it will set employment goals to maintain gender balance.

c) Marital Status:

The Company won't make any distinctions based on marital status (i.e., single, married, in a de facto relationship, separated, divorced or widowed) The Company will treat employees equally and refrain from making assumptions about their marital status or family circumstances. According to local legislation, both men and women have the right to marry without any restrictions.

d) Differently abled:

All people with disabilities will be treated with respect and decency. The company will provide the facilities that disabled individuals, including the blind, partially blind, and handicapped etc., should have access to (whether physically or mentally) The company won't take any actions that subject people with disabilities to unjustified hardships.

e) Race:

Racial insults, rude or disparaging comments regarding a person's ethnicity or color, or the use of racially objectionable symbols are all prohibited by the company. It is important to ensure that policies are developed and implemented with consideration for customs and cultural characteristics.

f) National/ Regional origin and ancestry:

The Company will not engage in any employment-related discrimination based on origin or heritage (hiring, pay, job assignments, promotions, layoff, training, fringe benefits, and any other term or condition of employment). As long as it doesn't negatively affect workplace health, safety, or security or interfere with employees' ability to do their job duties, the company will permit employees to use their native tongue in the workplace.

g) Indigenous/regional status:

The Company will respect indigenous people's language, culture, and values. Company will work to get the free and informed agreement of indigenous people to move forward with developments. Company may engage in positive discrimination against indigenous people for vocational training, employment, and education. It could be necessary to make special provisions to respect and safeguard the widely practiced traditional systems and beliefs.

h) Religion & Spiritual practice:

To uphold this right, the company will make sure to: Reasonably accommodate an employee's religious practices or beliefs, unless doing so would put an undue strain on the business's operations. Flexible scheduling, voluntary shift substitutes or swaps, job transfers, and changes to workplace policies or procedures are a few examples of typical religious accommodations.

i) Political affiliation:

No political party or candidate for public office may be supported by the company. Although the company respects a person's political views, any such activity should take place outside of the company's facilities, and company resources should not be used (e.g. working hours, infrastructure, etc).

j) Sexual orientation:

The Company will not collect data on sexual orientation No discrimination will be made based on the sexual orientation of the person.

Grievance Mechanisms and Reporting

Any grievance regarding any human rights violation should be brought to the attention of respective Project Manager or Head of Department. The Second level redressal will be done with HR representative where disciplinary action needs to be taken.

Protecting the Identity of the Informer

All observations, grievances brought to the notice of the concerned Heads would be dealt with similar to the Whistle Blower Policy and the identity of the informer would be kept utmost confidential and no action whatsoever would be taken against this person.

The Board of Directors, including the Chairman and Managing Director, oversees the Human Rights Policy and will review this policy periodically for its suitability and updated as necessary.

This Policy was amended by the Board of Directors on 11th November, 2025