

Human Rights policy and statement

Preamble Statement

Havells is committed to developing an organizational culture based upon a policy which supports internationally recognized human rights and seeks to avoid human rights abuses. We support the principles contained within the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights and the ILO Core Conventions on Labour Standards.

Havells seeks to identify, assess and manage human rights within our value chain with the following policy aims:

1. Employees

To respect the human rights of our employees, including non-discrimination, prohibition of child and forced labor, freedom of association and the right to engage in collective bargaining. Havells strives to ensure that there is no discrimination or harassment due to gender, religion, ethnicity and disability. We continuously work towards building a conducive work environment wherein merit in qualification and performance becomes the sole criteria for selection and performance appraisal and the work environment is free from all forms of harassment - physical, verbal, psychological, sexual etc.

2. Suppliers and Contractors

To evaluate and select suppliers and contractors while considering Havells Human Rights Policy and to monitor their performance where appropriate. To ensure as far as feasible, that there is no child, forced, trafficked or slave labor in the Havells value chain.

3. Local Communities

To respect the cultures, customs and values of the people in communities in which we operate. To contribute towards the fulfillment of human rights by improving economic, environmental and social conditions and serve as a positive influence in communities in which we operate. To have open dialogue with stakeholders and participate in community engagement activities. To ensure the provision of security is consistent with international standards of best practice and the laws of the countries in which we operate.

4. Society

To participate where appropriate in public affairs in a non-partisan and responsible way so as to promote internationally recognized human rights. To play a positive role, within our spheres of influence, in capacity-building for the realization of human rights in areas where we operate. To promote the realization of environmental sustainability and development through our core business and through our participation in other multi stakeholder activities where appropriate. To uphold the highest standards in business ethics and integrity and where appropriate, to support efforts of national and international authorities to establish and enforce such standards for all businesses.

Havells Human Rights Statement

Havells is committed to developing an organizational culture which implements a policy of support for the internationally recognized human rights contained within the Universal Declaration of Human Rights, and seeks to avoid complicity in human rights abuses. Our commitment to the realization of human rights is set out in the Group's Human Rights Policy. Key human rights issues are embedded in internal risk assessment processes and guidelines, as well as being addressed explicitly in documents such as the Supplier Code of Conduct. Havells reports on its performance in this regard in the Annual Group Sustainability Report.

Havells seeks to improve its human rights performance by referencing and implementing key international principles such as the United Nations Guiding Principles on Business and Human Rights, as well as relevant international conventions and standards such as those of the International Labor Organization.

Grievance mechanism

Havells is committed to prevent any human rights violation and ensures the compliance of the Policy through a mechanism implemented by the HR Department and regularly monitored by Audit committee (at the board level). The HR departments at plants and the HO conducts a regular human rights risk assessment and generates a monthly report and shares it with the Audit Committee on a half yearly basis. All stakeholders also have a secure and 24x7 access to raise grievances and to report anonymously any breach with respect to the Human Rights Policy through the Vigilance and the mechanism of 'Satark' which provides anonymity.