



Allied Blenders & Distillers

**ALLIED BLENDERS AND
DISTILLERS LIMITED**

(CIN: L15511MH2008PLC187368)

HUMAN RIGHTS POLICY

1. PURPOSE

Allied Blenders and Distillers Limited (hereafter referred to as “ABDL” or “the Company”) is committed to conducting its business in a manner that respects the dignity, equality, freedom, and fundamental rights of every individual associated with its operations. As a leading IMFL (Indian-Made Foreign Liquor) manufacturer with labour-intensive operations including distillation, blending, bottling, warehousing, transportation, and supply chain partnerships, ABDL recognizes its responsibility to uphold and promote human rights across all levels of its value chain.

This policy outlines ABDL’s principles and commitments to respect, protect, and promote human rights in compliance with international standards and national laws governing employment, workplace safety, ethical labour practices, and community well-being.

2. SCOPE AND APPLICABILITY

This policy applies to:

- All employees, workers, contract labour, apprentices, and trainees at ABDL’s distilleries, bottling units, offices and other operational sites.
- All third-party entities including suppliers, bottlers, logistics partners, distributors, contractors and business associates engaged with ABDL.
- All activities across ABDL’s value chain including raw material sourcing, packaging procurement, distillation operations, transport logistics, warehousing, distribution, and community interactions.

ABDL expects all partners and suppliers to align with this policy and uphold similar human rights standards within their operations.

3. POLICY FRAMEWORK

ABDL’s Human Rights Policy is guided by principles of Universal Declaration of Human Rights (UDHR), International Labour Organization (ILO) Core Conventions, UN Guiding Principles on Business and Human Rights (UNGPs), National Guidelines on Responsible Business Conduct (NGRBC), Constitution of India, labour laws, Factory Act, Excise rules, and relevant national legislation.

4. KEY OBJECTIVES

ABDL is committed to respecting, supporting, and promoting internationally recognized human rights across all its operations and business relationships. We uphold the principles of fair treatment, equality, non-discrimination, dignity, and freedom of expression, and strive to identify, prevent and mitigate any adverse human rights impacts in our value chain.

ABDL is committed to:

- Ensuring compliance with all relevant national regulatory requirements regarding human rights, labor practices and in all jurisdictions in which we operate.
- Developing systems in order to identify, manage, and mitigate risks and adverse impacts on direct and indirect workforce, communities, and environment.
- Avoiding complicity with stakeholders violating Human Rights principles and regulations
- Promoting a culture of respect by raising awareness on human rights, amongst all relevant internal and external stakeholders including but not limited to employees, communities and business partners.
- Undertaking assessments to identify risks against the policy expectations, across the company operations and the supply chain and reporting performance on the same to ensure transparency.

- Setting targets and objectives to avoid, reduce or mitigate human rights and labor related impacts on people and planet.
- Reviewing the performance against the policy on a periodic basis in line with the objectives including the sharing of good practices throughout the organization and stakeholders.
- Encouraging value chain partners and suppliers to align with this policy and manage human rights impacts.
- Developing a fair and effective grievance mechanism accessible to all stakeholders.

5. KEY PRINCIPLES AND COMMITMENTS

5.1 Commitment to Human Rights

ABDL is committed to respecting, supporting, and promoting internationally recognized human rights across all its operations and business relationships. We uphold the principles of fair treatment, equality, non-discrimination, right to privacy, dignity, and freedom of expression, and work to identify, prevent and mitigate any adverse human rights impacts in our value chain.

5.2 Labour and Employment Practices

ABDL promotes a safe, respectful, inclusive and fair work environment built on mutual trust and equal opportunity. Key commitments include:

- All employees and workers receive fair wages that meet or exceed statutory requirements.
- Working hours, overtime practices, and breaks comply with the Factories Act, 1948 and industry norms.
- Overtime is voluntary, compensated as per law, and monitored to prevent fatigue in high-risk operations.
- Employees are entitled to statutory benefits such as annual paid leave, maternity/paternity leave, PF, ESI (as applicable) and other legislated entitlements.
- Workers are free to raise concerns and grievances without fear of retaliation or adverse treatment.

5.3 Prohibition of Child Labour, Forced Labour, and Human Trafficking

ABDL maintains zero tolerance for child labour, forced labour, bonded labour or human trafficking in any form across its operations or supply chain.

- No person below the legal minimum employment age shall be hired, in accordance with Article 24 of the Constitution and the Child & Adolescent Labour (Prohibition and Regulation) Act, 1986.
- Work shall be freely chosen with no coercion, wage withholding, retention of documents or threats will be permitted.
- ABDL urges suppliers to maintain transparent hiring, wage payment and freedom-of-movement practices.

5.4 Freedom of Association and Collective Bargaining

ABDL respects and upholds the rights of employees to:

- Form, join, or refrain from joining trade unions.
- Participate in collective bargaining activities in accordance with applicable laws.
- Engage in open dialogue with management on matters related to working conditions, welfare and rights.

5.5 Non-Discrimination, Diversity, and Inclusion

ABDL is committed to maintaining a workplace free from discrimination.

- No discrimination is tolerated based on gender, caste, religion, ethnicity, disability, sexual orientation, marital status, age, nationality, pregnancy, or any protected characteristic.

- All employment decisions such as recruitment, employment, compensation, promotions and training are merit based.
- ABDL follows equal pay for equal work for all employees.
- The Company actively encourages gender diversity and inclusion across functions.

5.6 Prevention of Harassment

ABDL has zero tolerance for all forms of workplace harassment including verbal, physical, psychological, sexual or behavioural.

- Mandatory training on respectful workplace behaviour and sexual harassment prevention is conducted.
- A formal grievance redressal mechanism and Internal Committee enables confidential reporting.
- All complaints are acknowledged, investigated and resolved promptly.
- Proven violations result in strict disciplinary action, which may include termination.

5.7 Occupational Health and Safety

Given the inherently high-risk nature of alcohol manufacturing operations, ABDL is fully committed to providing a safe, healthy, and secure work environment.

- Operations comply with ISO 45001:2018, Factory Act and national safety regulations.
- Regular risk assessments, audits, fire safety checks, emergency drills, and safety trainings are conducted as required.
- Employees and workers are actively consulted in safety improvement initiatives.
- OHS performance metrics are monitored and integrated into continuous improvement processes.

5.8 Human Rights in the Supply Chain

ABDL expects its suppliers and business partners to uphold the same standards of human rights as the Company.

- Suppliers must adhere to ABDL's Supplier Code of Conduct and undergo periodic assessments.
- Suppliers must eliminate child, forced, or trafficked labour, ensure safe working conditions and uphold employee rights.
- Failure to meet these standards may lead to corrective action or discontinuation of business relationships.

5.9 Community and Stakeholder Engagement

ABDL respects the rights and cultural values of local communities located around its operations.

- We engage transparently with local communities regarding environmental, social, and safety impacts of our operations.
- ABDL contributes to community well-being through CSR initiatives in education, health, livelihoods, drinking water access, and environmental conservation.
- Potential human rights risks associated with operational expansions are assessed and mitigated proactively.

6. CONTINUOUS IMPROVEMENT AND MONITORING

ABDL is committed to continuously improving its human rights performance through:

- Regular human rights risk assessments and audits.
- Integrating human rights considerations into operational and business decisions.
- Monitoring compliance across internal operations and supply chain partners.

- Training employees and suppliers on human rights awareness and ethical behaviour.
- Reporting progress through ABDL's Sustainability and BRSR disclosures.

7. GOVERNANCE

- The Chief Human Resources Officer shall oversee implementation of this policy.
- This policy will be reviewed annually, or as required due to changes in law, business operations, or international frameworks.
- The policy will be communicated to employees, contractors, and suppliers, and published on ABDL's website and internal platforms.
- Any reports of human rights violations shall be directed to the Grievance Redressal Committee.