

## **SOCIAL ACCOUNTABILITY POLICY**

### **RADICO KHAITAN LIMITED, RAMPUR**

#### **1. Objective**

Radico Khaitan Limited is committed to upholding ethical labour practices, human rights, and social responsibility across its operations and supply chain. This policy ensures compliance with all standards, encouraging a fair, safe, and inclusive work environment.

#### **2. Scope**

This policy applies to all employees, workers, contractors, contract labours, suppliers, and stakeholders associated with Radico Khaitan Limited.

#### **3. Policy Guidelines**

- **Respect for Human Rights**
  - The company upholds fundamental human rights as per **Indian labour laws**.
  - All employees are treated with dignity, fairness, and respect.
- **Prohibition of Child & Forced Labour**
  - No child below **14 years** shall be employed, as per the **Child Labour (Prohibition and Regulation) Act, 1986**.
  - Forced, bonded, or involuntary labour is strictly prohibited.
  - Employees have the right to **freely choose employment** without coercion.
- **Safe & Healthy Workplace**
  - Radico Khaitan Limited ensures a workplace that is **free from hazards**, in compliance with **Occupational Safety and Health regulations**.
  - Employees are provided with **safety training & protective equipment's**.
- **Fair Wages & Working Hours**
  - Employees receive **fair compensation**, aligned with **minimum wage laws** and industry standards.
  - Working hours comply with **legal limits**, ensuring proper breaks and time-off policies.
- **Equal Opportunity & Non-Discrimination**
  - The company is committed to **diversity and inclusion**, ensuring **equal opportunities** in hiring, promotions, and benefits.
  - Discrimination based on **gender, caste, religion, disability, age, or race** is strictly prohibited.
- **Environmental & Social Responsibility**
  - Radico Khaitan Limited promotes **sustainable practices**, reducing environmental impact through responsible resource management.
  - The company engages in **social initiatives** benefiting local communities.



#### 4. Review & Amendments

This policy will be reviewed periodically to align with evolving legal and ethical standards.

**Radico Khaitan Limited** remains dedicated to **social accountability**, ensuring a responsible and ethical business environment.

  
**Ajay Pratap Singh**  
**Assistant Vice President**  
**Human Resources & Administration**



  
**Amar Singh**  
**Director**