

Jubilant FoodWorks Ltd.

Employee Wellbeing Policy

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| Document Name | Employee Wellbeing Policy |
| Approved By | SCSR Committee and Board of Directors in their meetings held on 19 th April, 2017 |
| With effect from | 1 st January 2017 |

Preamble:

At Jubilant FoodWorks Limited ('JFL'), we support our employees and provide a personally and professionally fulfilling environment that is predicated on achieving leadership in the food services business in India. JFL has been consistently recognized in the 'Great Places to Work' survey, validating the success of our HR Practices. As part of our commitment to these policies JFL will continue to:

- Ensure that our Human Resources policies, people practices and organization culture set benchmarks for excellence within the industry.
- Ensure communication of all policies concerning the Code of Conduct, Whistle blowers, Rewards and Recognition and Education to ensure a fair, transparent and efficient platform for all employees.
- Assure our employees a work place free of harassment irrespective of their gender, race, social class, caste, creed, and religion, place of origin, sexual orientation, disability or economic status as captured in the Policy on Prevention of Sexual Harassment at Workplace.
- Not discriminate in recruitment, compensation, access to trainings, promotions or retirement based on caste, religion, disability, gender, age, race, colour, ancestry, marital status, HIV/AIDS status or affiliation with a political, religious, or union organization or minority group.
- Prevent the employment of any person below the age of eighteen years in the workplace and prohibit the use of forced or compulsory labour at all our units.
- Promote a work life balance, especially of women employees, through our Health is Wealth policy and Policy on Work timings and weekly offs, Work from Home policy and Maternity leave policy.
- Improve career development and continuous skill and competence upgrading through our education policy.
- JFL may from time to time conduct internal/ external evaluation for the implementation and adherence of this policy.
- The Employee Wellbeing Policy is intended to be a living document and any suggestions for improvement and grievance redressal may be shared to the Sustainability & Corporate Social Responsibility Committee.
- Any two jointly amongst Chairman, Co- Chairman and CEO & Whole time Director of the Company may amend, abrogate, modify or revise any or all clauses of this Policy from time to time.
- In case any provision(s) of this Policy is contrary to or inconsistent with the provisions any Statutory Provisions, the Statutory Provisions shall prevail.

On behalf of the SCSR Committee and Board of Directors of Jubilant FoodWorks Limited



Shyam S. Bhartia
Chairman



Hari S. Bhartia
Co-Chairman & Director