

Jubilant FoodWorks Ltd.

Human Rights Policy

Document Name	Human Rights 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

Jubilant FoodWorks Limited ('JFL') is committed to developing an organizational culture which implements a policy of support for internationally recognized human rights and seeks to avoid complicity in human rights abuses. JFL addresses issues regarding Human Rights through our Human Rights policy which is integrated in the Employee Handbook. Further, JFL commits to promoting the fulfillment of Human Rights through improving economic, environmental and social conditions and serving as a positive influence in communities in which we operate. In order to ensure that the Human Rights policy is effectively implemented across the organization, JFL will endeavor to undertake the following:

- Acknowledges Human Rights to be inherent, universal, indivisible and interdependent in nature.
- Ensure that the Human Rights Policy is made available and prominently displayed to all Employees of the Company & its subsidiaries including Full time, Part time and Contractual employees working on the premises of the Company and those that are off Company premises.
- Ensure that the Human Rights Policy shall be communicated to all key stakeholders.
- Ensure that Employees are aware of their Human Rights and they are directed to bring any violation of the Human Rights policy to the immediate attention of their supervisor or the Human Resources department.
- Encourage all our business partners to promote a human rights compliant business environment at the workplace.
- JFL will not be complicit with human rights abuses by any third party.
- JFL may from time to time conduct internal/ external evaluation for the implementation and adherence of this policy.
- The Human Rights 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