



**Policy on Human Rights,
Diversity and Inclusion**

**FOR COMPANY &
VALUE CHAIN PARTNERS**

HERITAGE FOODS LIMITED

CIN: L15209TG1992PLC014332

Regd. Off: H.No.8-2-293/82/A/1286,

Plot No: 1286, Road No. 1 & 65, Jubilee Hills,

Hyderabad, Telangana - 500 033

Tel:+91-40 2339 1221/222, 4212 9999

Fax: 040 – 2331 8090, 2332 6789

Email: hfl@heritagefoods.in **Website:**www.heritagefoods.in

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1. Purpose and Commitment

Heritage Foods Limited (herein after called “HFL”/ “Company”) is committed to upholding and promoting human rights, fostering diversity, and ensuring an inclusive environment across its entire value chain, including employees, suppliers, partners, and communities. This policy establishes our guiding principles and commitments to ensure that our operations respect and protect human dignity, fairness, and equal opportunities.

2. Scope

This policy applies to all employees, contractors, suppliers, business partners, customers, and other stakeholders associated with Heritage Foods Limited. It extends across all geographies where we operate and influences our interactions throughout our supply chain and community engagements.

3. Compliance with Laws and Regulations

HFL shall adhere to all applicable laws, regulations, and standards concerning human rights, diversity, and inclusion.

HFL strives to exceed regulatory requirements where possible and adopt best practices in protecting human rights and fostering a diverse and inclusive workplace.

4. Respect for Human Rights

HFL respects human rights in all aspects of our business operations, including but not limited to:

4.1 Prohibition of Forced and Child Labor

i. We strictly prohibit all forms of forced, bonded or child labour in any part of our operations or supply chain.

ii. Suppliers and business partners are expected to adhere to similar principles and undergo regular due diligence assessments.

4.2 Fair and Equitable Work Practices

i. Employees are entitled to fair wages, benefits and working hours in compliance with applicable laws.

ii. We promote freedom of association and collective bargaining, allowing employees to voice concerns and participate in trade unions without fear of retaliation.

4.3 Safe and Healthy Workplace

i. HFL is committed to providing a safe, hygienic and secure working environment for all employees and workers in our value chain.

ii. Occupational health and safety standards are continuously reviewed and improved.

4.4 Zero Tolerance for Harassment and Discrimination

i. HFL does not tolerate any form of discrimination, harassment, bullying or retaliation based on gender, race, caste, religion, sexual orientation, disability or any other characteristic protected by law.

ii. Grievance mechanisms are in place to address and resolve concerns promptly.

4.5 Policy on Prevention of Sexual Harassment (POSH) at the Workplace

i. HFL is committed to providing a safe and dignified workplace for all employees with a strong focus on preventing sexual harassment.

ii. HFL has in place a Policy on Prevention of Sexual Harassment (POSH) that aligns with the Sexual Harassment of Women at Workplace (Prevention,

Prohibition, and Redressal) Act, 2013 and other applicable regulations.

iii. An Internal Complaints Committee (ICC) has been established to handle complaints related to sexual harassment in a confidential and impartial manner.

iv. Awareness and sensitization programs on POSH are conducted regularly to educate employees on acceptable workplace behavior and redressal mechanisms.

5. Diversity and Inclusion

Diversity and inclusion are integral to our organizational values. We strive to create a culture where every individual feels valued and respected.

5.1 Equal Opportunity Employment

i. Recruitment, promotions and career growth are based on merit, skills and performance, without any discrimination.

ii. HFL actively seeks to hire and promote individuals from underrepresented groups.

5.2 Gender Equality and Women's Empowerment

i. HFL encourages gender diversity across all levels of the organization, including leadership roles.

ii. Policies such as parental leave, flexible work arrangements and support for working mothers are actively promoted.

5.3 Inclusive Workplace and Accessibility

i. HFL ensures reasonable workplace accommodations for employees with disabilities.

- ii. Training and sensitization programs are conducted to foster an inclusive work culture.

5.4 Supplier and Business Partner Diversity

- i. HFL encourages collaboration with suppliers and vendors that uphold diversity, equity, and inclusion principles.
 - ii. Supplier selection considers factors such as minority and women-led enterprises
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6. Community Engagement and Responsible Business Practices

HFL recognizes its responsibility towards the communities in which it operates and ensures:

- i. Respect for land rights, indigenous communities, and local traditions.
 - ii. Sustainable business practices that minimize environmental and social harm.
 - iii. Contributions to community development through education, healthcare, and livelihood programs.
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7. Implementation, Monitoring, and Accountability

To ensure the effective implementation of this policy:

7.1 Governance and Oversight

- i. The Board of Directors and senior management oversee the implementation of human rights, diversity, and inclusion commitments.
- ii. Policies and procedures are integrated into our business strategy and decision-making processes.

7.2 Training and Awareness

- i. Employees undergo regular training to raise awareness about human rights, diversity, and inclusion.
- ii. Sensitization programs are conducted to prevent discrimination and harassment.

7.3 Grievance Mechanism and Whistleblower Protection

- i. Employees and external stakeholders can report violations through confidential and non-retaliatory channels.
- ii. A structured grievance Redressal mechanism ensures timely resolution of concerns.

7.4 Audits, Monitoring, and Continuous Improvement

- i. The Company shall conduct periodic assessments, audits and review to evaluate compliance with this policy.
- ii. Feedback from stakeholders shall be considered to enhance and update our human rights, diversity, and inclusion practices.

8. Non-Retaliation and Policy Review

HFL maintains a strict non-retaliation policy for anyone reporting violations in good faith. This policy is reviewed periodically to align with evolving best practices and legal requirements.

9. Conclusion

By embedding these principles into the operations, HFL reaffirms its commitment to human rights, diversity, and inclusion, fostering a respectful and equitable work environment while positively impacting society.

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