

HUMAN RIGHTS POLICY		
PIL/HR/2026/V.0	Effective date: 01.04.2026	Review date: 31.03.2029

1. Policy Statement

Page Industries Limited ("PAGE" or "the Company") is committed to respecting, protecting, and promoting human rights across its operations and value chain. The Company respects the dignity, equality, and rights of all individuals and aligns its practices with:

- The Constitution of India
- Applicable Indian laws
- ILO Core Conventions
- UN Guiding Principles on Business and Human Rights (UNGPs)
- Applicable laws in countries of operation (Law of the land in case of operations outside India)

The Company strives to provide a safe, inclusive, dignified, and equitable workplace free from discrimination, child labour, forced labour, harassment, and any form of human rights abuse and to extend these standards to its supply chain and business partners.

2. Objectives

- Create inclusive, equitable, and dignified workplaces
- Promote Health and Safe work environment
- Protect workers' rights
- Ensure fair wages and decent work
- Prevent discrimination and harassment
- Prohibition of forced labour and child labour across operations and supply chain
- Advance women empowerment and gender equity
- Right to Privacy and Data Protection

3. Scope

This policy applies to:

- All permanent, temporary, fixed-term, trainee, and contract employees
- Employees engaged through contractors
- Suppliers, vendors, distributors, franchisees and other business partners.



4. Governance

Senior Leadership & Board

- Provide strategic oversight of human rights commitments
- Review policy effectiveness and compliance annually

ESG / Sustainability Committee

- Monitor implementation and performance
- Review human rights risks and mitigation actions

Human Resources (HR)

- Implement workplace-related provisions
- Ensure compliance with labour laws and internal policies

Procurement & Supply Chain

- Enforce supplier code of conduct
- Conduct periodic due diligence and audits

Internal Audit / Compliance

- Periodic reviews of controls and adherence

5. Inclusivity

PAGE Commitment

Page is committed to fostering an inclusive workplace that respects diversity of faith, gender, caste, ethnicity, religion, age, marital status, disability, sexual orientation (where legally permissible), and socio-economic background.

[Diversity & Inclusion Policy](#)

6. Health and Safety

PAGE Commitment

The company is committed to ensure safe and healthy working environment for all employees in accordance with its Health and Safety policy.

[Integrated Management System Policy](#)

7. Employees' Representation

PAGE Commitment

The Company respects the right of employees to represent their points of view in decisions related to matters concerning them. The company has instituted appropriate listening mechanism and forums with adequate employee representation to ensure every voice is heard and well represented in accordance with Indian Labour laws.

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8. Fair Wages and Benefits

PAGE Commitment

PAGE ensures timely payment of fair wages that meet or exceed statutory minimum wages and provide for basic living needs. Page is also committed to extending applicable social security and welfare benefits to its employees as appropriate.

9. Prevention of Workplace Discrimination and Harassment

PAGE Commitment

Discrimination or harassment based on gender, caste, ethnicity, religion, or any other protected characteristic will not be tolerated. PAGE is committed to ensure a safe work environment to women employees in accordance to the Prevention of Sexual Harassment act.

Policy on POSH

10. Prohibition of Child Labour and Forced Labour

PAGE Commitment

The Company strictly prohibits child labour, forced labour, bonded labour, or human trafficking across its operations and supply chain.

11. Women Empowerment

PAGE Commitment

Page is committed to empowering women through equal pay, equal opportunity, safe workplaces and proactive action to create a level playing field considering the social, cultural and biological aspects pertaining to women. PAGE is also committed to provide childcare and maternity benefits that meets or exceeds statutory requirements.

12. Right to Privacy and Data Protection

PAGE Commitment

PAGE recognizes the right to privacy as a fundamental human right and is committed to protecting the personal data and sensitive personal information of its employees, workers, customers, and business partners and expects employees and business partners to handle personal data responsibly and maintain confidentiality in compliance with applicable data protection laws including the Digital Personal Data Protection Act, 2023 (DPDPA) and other applicable regulations.

Data Privacy Policy



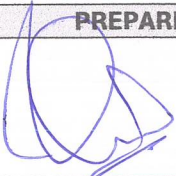


13. Grievance Redressal Mechanism

PAGE has institutionalized anonymous grievance redressal mechanism that is reviewed by the Managing Director and Chief People Officer to ensure any concerns or grievances are heard and addressed appropriately.

14. Policy Review and Amendments

This policy shall be reviewed once in three years to ensure continued relevance, legal compliance, and alignment with global best practices.

Next review is due on or before 31st March 2029.

PREPARED BY	PROPOSED BY	APPROVED BY
		 31/03/26:
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