

HUMAN RIGHTS POLICY

Scope & Applicability:

The Human Rights Policy, hereinafter referred to as the “**Policy**” upon enforcement shall apply to the Board of Directors, including Whole-time Directors and Independent Directors, employees and workers who work with DOMS Industries Limited and its subsidiaries (referred to as “**DOMS Industries**”, “**DOMS**”, the “**organisation**” or the “**Company**”). The Policy also extends to the all the employees, suppliers, distributors, contractors and vendors who work with the Company. Persons covered under this policy are hereinafter collectively referred to as “**we**” or “**us**”. The Policy is in addition to and in some cases a repetition and revision of policies and practices that are already in practice within the organisation.

The Policy shall be effective as of August 12, 2024, and shall be in force until modified, replaced or terminated.

PURPOSE OF THE CODE:

DOMS Industries is committed to upholding human rights across its operations. The Company believes in conducting business in a way that upholds the dignity and fundamental rights of all individuals. It is guided by fundamental principles of human rights, such as those enumerated in the Constitution of India, the United Nations Universal Declaration of Human Rights and the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work (“**ILO Declaration**”).

This Policy has been instated to meet the following objectives:

- Integrate human rights considerations into all aspects of business;
- Operate in accordance with internationally recognized human rights principles, and applicable laws and regulations for protection of human rights;
- Identify and mitigate potential human rights risks within our operations and supply chain;
- Promote a culture of respect for human rights among all stakeholders.

For more guidance on the Policy, kindly reach out to Company Secretary and Compliance Officer at cs@domsindia.com or Chief Financial Officer at rahul@domsindia.com of the Company.

Equal Opportunity

DOMS Industries is committed to building a culture in which all employees, including potential candidates can compete in a fair, open and transparent environment. Merit in qualification, performance and capability shall form the basis of our selection. We shall endeavour to ensure there is no discrimination in respect of employment and occupation. Wages or remuneration, hours of work and social benefits, shall be based on local laws and regulations as well as prevailing market standards and practices. The Company aims to create equal opportunities where all employees from different backgrounds may function without any barriers.

Non-Discrimination, Diversity, Equity and Inclusion

We must operate workplaces free of unequal treatment in employment, discrimination, harassment, victimization, and any other abuse on any grounds including, but not limited, to age, health status, disability, ethnic or social origin, gender, nationality, caste, sexual orientation, marital status, parental

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status, pregnancy, political convictions, religion or beliefs, or veteran status. Unequal treatment includes the payment of unequal remuneration for work of equal value.

The Company operates in a diverse society, and understands that the people with it works have diverse characteristics and different experiences, needs, and aspirations. We shall aim to create an inclusive workplace and leverage the power of diversity for sustainable competitive advantage, where people from different backgrounds can have the opportunity to participate, develop and contribute freely and equitably. We shall create a place free of barriers in which every employee can have the opportunity to participate, contribute and develop freely and equitably.

Child Labour

This Policy strictly prohibits the employment of any person below the legal working age, as defined by national and international laws in the region. The Company expects all stakeholders to uphold the same high standards in their organisations. The Company may conduct regular audits to verify compliance and implement corrective actions in case of violations. By working together, we can create a future where all children have the opportunity to reach their full potential.

Forced Labour and Human Trafficking

The Company is against any form of coerced or prison labour, use of any form of abuse as a method of discipline or control. We must not employ, engage or otherwise use any forced, bonded or compulsory labour and not indulge in slavery or trafficking of people. The person continuing employment should be voluntary and he/she should be free to leave their employment in compliance with applicable laws and policies of the Company.

Harassment

We must maintain a respectful and safe workplace and not tolerate physical violence, threats, corporal punishment, mental coercion, verbal abuse, disrespectful behaviour, bullying, or harassment of any kind within our organisations. DOMS Industries has a zero-tolerance policy with respect to any form of harassment including sexual harassment, harassment based on pregnancy, childbirth or related medical conditions, race, religious creed, colour, national origin or ancestry, physical or mental disability, medical condition, marital status, age, sexual orientation, or any other type of harassment protected by central, state, or local law or regulations. We shall take appropriate steps to ensure a harassment-free workplace by way of publication of policies, periodic trainings and/or requisite & timely support to affected parties.

The Company's 'Policy for Prevention of Sexual Harassment at Workplace' seeks to prevent, prohibit and redress any incident of sexual harassment and to enforce strong disciplinary action in face of any such occurrence. It defines sexual harassment and provides a framework to deal with complaints of sexual harassment at the workplace or related to the workplace.

Health & Safety

The Company is committed to provide a safe and healthy workplace by addressing the risks of accident, injuries and hazards on a continuous basis.

1. We must ensure that employees have access to decent working conditions that are safe and hygienic. We must make basic safety equipment and first aid available and accessible to all employees at their workplace;

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2. All legal requirements including, but not limited to, occupational safety, emergency preparedness, occupational injury and illness, industrial hygiene, physically demanding work, machine safeguarding, sanitation, food and housing should be adequately addressed;
3. We shall strive to create a culture of awareness, monitoring and participation surrounding health and safety directly or through agency or contractor as applicable;
4. We shall provide compensation in case of incapacity or loss of life, to the victim or dependent as the case may be directly or through agency or contractor, as per applicable policy or laws and regulations in force;
5. We shall maintain a workplace that is protected and secured from violence, intimidation, harassment or any other form of disruptive conditions due to internal or external threat. Employees are encouraged to highlight concerns and suggestions related to occupational health and safety hazards to the Company for redressal.
6. We shall strive to comply with local and national laws and regulations on Occupational Health and Safety, and comply with the statutory requirements of the local and national authorities.

For more details on the Company's safety practices, kindly refer to the 'Health, Safety and Environment (HSE) Manual' or reach out to the Safety Officer at safety@domsindia.com

Right to Privacy

The Company is committed to protect the right to privacy of our employees and other stakeholders. We shall not disclose any personal information/data to third parties, without consent, unless required by any law or regulation. We must abide by data privacy rules, including digital information security norms that are applicable in our region of operation to preserve the privacy of Company and employee information.

Grievance Redressal Mechanism

All grievances relating to human rights violation shall be handled by the 'Internal Complaints Committee' (hereinafter referred to as "**Committee**"). The Committee is responsible for handling complaints relating to sexual harassment under the 'Grievance Redressal Policy for Prevention of Sexual Harassment at Workplace'.

The Committee consists of:

1. Presiding Officer: A woman employed at a senior level in the organization or workplace;
2. At least 2 members from amongst employees, committed to the cause of women or who have had experience of social work or have legal knowledge;
3. One external member from amongst non-governmental organizations or associations committed to the cause of human rights protection;
4. At least one half of the total members nominated being women.

The Committee comprises of the following persons:

Sl. No.	Name	Designation	Email ID
1	Chandni Somaiya	Whole-time Director	chandni@domsindia.com
2	Ashrita Bhadsale	Manager - Product Development	ashrita@domsindia.com
3	Adv. Ulhas Tandel	External Member	ulhasitandel@gmail.com
4	Rahul Shah	Chief Financial Officer	rahul@domsindia.com

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Additionally, any grievances related to violations of Human Rights can be communicated/reported to any of the above-mentioned Committee members via e-mail or in person.

The Committee shall address grievances related to human rights issues using the following two mechanisms:

i. Resolution through conciliation

If any complaint is received by stakeholders, before initiating the inquiry, the Committee if requested by the aggrieved person shall undertake necessary steps to conciliate the complaint between the complainant and the person/s against whom the complaint is filed.

ii. Resolution through formal inquiry

- In case of a formal inquiry, the Committee members shall hear the complainant and record the allegations. The complainant may also submit corroborative material to substantiate the complaint.
- The Committee members, or delegated officers shall investigate the matter, which may include inquiring with the person/s against whom the complaint is filed, collecting evidence through witnesses and involving such other persons for conducting tasks relevant to the investigation.
- The Committee shall provide every reasonable opportunity to the complainant and the person/s against whom the complaint is filed for putting forward and defending their respective case.
- While conducting inquiry, a minimum of three Committee members including the Presiding Officer shall be present. The employer is required to provide all necessary assistance for the purpose of ensuring full, effective and speedy implementation of the policy.
- Where violation has occurred as a result of an act or omission by any third party or outsider, the Company shall take all necessary steps and reasonable to assist the affected person in terms of support and preventive action.
- The inquiry shall be complete with submission of the Inquiry Report, within 90 days from the date on which the inquiry was commenced and relevant disciplinary action shall be taken by the employer. The inquiry procedure shall be conducted with absolute fairness to all parties.

Protection of the Aggrieved

The complainants are required to disclose their identity to the Committee members to facilitate effective investigation. The process of inquiry shall be kept confidential; however, the Committee may have to reveal some facts or discuss happenings with relevant persons to investigate the matter. The complainant shall be informed about this and due care shall be taken to prevent any disadvantage to or victimization of either the complainant or the person/s against whom the complaint is filed.

During pendency of the inquiry, on a written request made by the complainant, the Committee may recommend to the employer to provide interim relief in the form of:

- Transfer of complainant or the person/s against whom the complaint is filed to any other workplace;
- Grant leave to the aggrieved person for a maximum period of 3 months, in addition to the leave that he/she is otherwise entitled to;

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- Prevent the person/s against whom the complaint is filed from assessing complainant's work performance;
- Grant such other relief as may be appropriate.

The identity of the complainant, person/s against whom the complaint is filed, witnesses, statements and other evidence obtained in the course of inquiry process, recommendations of the Committee, action taken by the employer is considered as confidential material, and shall not be published or made known to public or media. Any person contravening the confidentiality clauses is subject to disciplinary action.

Review & Modification

The Board of Directors shall be authorized to approve this Policy. The Policy shall be reviewed atleast annually by the Compliance Department, or any other person the management deems fit, to ensure that Policy remains relevant and updated. Any subsequent modifications to the Policy shall have to be approved by the Board of Directors.

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