



HUMAN RIGHTS POLICY

1. Policy Statement

The Company ("Pakka" or "the Company") is a publicly listed entity on BSE Limited and National Stock Exchange of India Limited, operating large-scale manufacturing facilities of a hazardous nature and employing approximately 1,500 personnel across its operations.

We are committed to respecting, protecting, and promoting human rights in all aspects of our business operations, value chain, and stakeholder engagements. Our approach is rooted in ethical conduct, legal compliance, and responsible corporate citizenship, ensuring dignity, safety, equality, and well-being for all individuals impacted by our activities.

This Policy reflects our commitment to the Universal Declaration of Human Rights (UDHR), UN Guiding Principles on Business and Human Rights, ILO Conventions, the Constitution of India, and applicable Indian labour, safety, and environmental laws, including requirements applicable to listed companies.

2. Scope and Applicability

This Policy applies to:

- All permanent, temporary, contractual, trainee, and apprentice Team Members
- Contract labour, migrant workers, and manpower engaged through contractors
- Directors, senior management, and officers of the Company
- Suppliers, vendors, contractors, service providers, and business partners
- Visitors, customers, and communities affected by Company operations

Compliance with this Policy is mandatory across all manufacturing units, offices, warehouses, and project sites.

3. Our Operations

The Company is engaged in the manufacturing of:

- Kraft Paper
- Poster Paper

- Pulp
- Egg Trays
- Pith Pallets
- Moulded Fibre Products (including Tableware)

Given the hazardous nature of operations, the Company places special emphasis on occupational health & safety, industrial hygiene, process safety, and environmental protection.

4. Guiding Principles

4.1 Right to Safe, Healthy, and Secure Workplace

- We provide a safe and healthy working environment, compliant with the Factories Act, Occupational Safety, Health & Working Conditions Code, and other applicable laws.
- Robust process safety systems, emergency preparedness plans, PPE usage, medical surveillance, and safety training are implemented across all hazardous operations.
- Team Members and contract workers receive regular safety induction, refresher training, and hazard awareness programs.
- Zero tolerance for alcohol, drugs, violence, intimidation, or unsafe conduct at the workplace.
- Team Members are encouraged and empowered to report unsafe conditions or near misses without fear of retaliation.
- We maintain strong security systems to protect personnel, assets, and operations from internal and external threats.
- We ensure our operations do not adversely affect the health, safety, or living conditions of nearby communities.

4.2 Fair Employment, Diversity, and Non-Discrimination

- We are committed to equal opportunity and merit-based employment practices.
- Discrimination or harassment based on gender, age, caste, religion, disability, nationality, marital status, sexual orientation, political belief, or any other legally protected characteristic is strictly prohibited.
- We maintain and enforce policies such as:

- Prevention of Sexual Harassment (POSH) Policy
 - Whistle Blower Policy
 - Equal Opportunity & Diversity Policy
- Zero tolerance for retaliation against any individual who raises concerns in good faith.

4.3 Prohibition of Child Labour, Forced Labour, and Human Trafficking

- Employment of child labour, forced labour, bonded labour, or trafficked persons is strictly prohibited.
- All employment is voluntary, with transparent terms, lawful wages, and freedom to leave employment as per applicable law.
- Contractors and suppliers must comply with applicable labour laws and this Policy.
- Any suspected violation must be immediately reported to Human Resources or the designated grievance mechanism.

4.4 Freedom of Association and Collective Bargaining

- We respect the right of team members to form, join, or not join trade unions in accordance with Indian law.
- Where legally recognized unions exist, we engage in constructive and transparent dialogue.
- No team member shall face discrimination or retaliation for exercising lawful collective rights.

4.5 Fair Wages and Working Hours

- We ensure timely payment of wages, statutory benefits, and social security contributions in compliance with applicable laws.
- Working hours, overtime, weekly offs, and leave entitlements are maintained as per legal and ethical standards.
- Equal pay for equal work is upheld.

4.6 Data Privacy and Confidentiality

- We protect the privacy and confidentiality of team member, customer, and stakeholder data.
- Access to personal and sensitive information is strictly on a need-to-know basis.
- Any data breach or misuse is treated as a serious violation and subject to disciplinary action.

4.7 Community Engagement and Social Responsibility

- We respect the rights, culture, and livelihoods of communities where we operate.
- Our operations aim to contribute positively to local development through responsible business practices and CSR initiatives.
- Community engagement is conducted in a fair, transparent, and inclusive manner, without discrimination or coercion.

4.8 Prevention of Harassment and Abuse

- The Company maintains a zero-tolerance approach to harassment, bullying, abuse, or intimidation.
- All complaints are addressed promptly, confidentially, and fairly.
- Proven violations will result in strict disciplinary action, including termination and legal proceedings where applicable.

5. Grievance Redressal Mechanism

- Team Members and stakeholders may raise concerns related to human rights, safety, labour practices, or ethical conduct through:
 - Immediate supervisor
 - Human Resources Department
 - Internal Complaints Committee (where applicable)
 - Whistle Blower / Ethics Hotline
- All grievances are investigated impartially and resolved within a reasonable timeframe.
- Retaliation against complainants is strictly prohibited.

6. Compliance, Monitoring, and Accountability

- Compliance with this Policy is mandatory and monitored through audits, inspections, and management reviews.
- Violations may result in disciplinary action, termination of contracts, or legal proceedings.
- The Policy is reviewed periodically to align with regulatory changes, SEBI requirements, and evolving best practices.

7. Responsibility

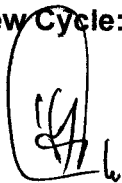
The Board of Directors and Senior Management are responsible for:

- Oversight of this Policy
- Ensuring adequate resources for implementation
- Promoting a culture of respect, safety, and accountability

Approved by: Seva Sangh

Effective Date: 1st April 2026

Review Cycle: 3 Years

A handwritten signature in black ink, appearing to be 'Seva Sangh', enclosed within a hand-drawn oval.

2/4/26