

**REPRO INDIA LIMITED**

## **Human Rights Policy**

We at REPRO INDIA LIMITED, embraces and complies with international conventions on human rights. These conventions include the Universal Declaration of Human Rights, Fundamental ILO Conventions and Voluntary Principles on Security and Human Rights.

We listen to the views of our stakeholders. For customers, shareholders, employees and suppliers we have formal ways of doing this including specific mechanisms such as open house discussion with all our employees to encourage open feedback. We have engaged our employees through our representation committees to seek and gauge their feedback.

As a responsible employer, we in the REPRO INDIA LIMITED strictly uphold the ILO core labour standards as long as this is not explicitly prohibited by applicable law.

We recognize that achieving these standards presents unique challenges in different parts of the world. Going forward together with our suppliers, our intention is to drive towards the adoption of these or comparable standards by our suppliers for their own operations, and those of their suppliers in turn.

We respect each individual's human rights and will not discriminate on the basis of race, colour, religion, creed, sex, age, social status, family origin, physical or mental disability or sexual orientation, nor will we commit other violations of human rights. Such discrimination will not be tolerated. We will be resolute in upholding human rights in everything we do and will not tolerate such discrimination in others. Ignorance and inaction do not constitute excuses for discrimination.

**For REPRO INDIA LIMITED**

**Sd/-  
Chairman**