



GRAPHITE INDIA LIMITED

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Anti Modern Slavery Policy

Graphite India Limited (GIL or Company) emphatically rejects any use of slave labour, in any form and condemns this heinous practice in the strongest possible terms.

Definition:

Modern Slavery refers to a range of practices where humans are exploited for personal and commercial gains. Such practices include , human trafficking ,forced labour, debt bondage and child marriage. GIL shall conduct training and awareness program to its employees and to the members of its supply chain on concept of modern slavery and zero tolerance of GIL in this regard how to identify the same how and where to report it

Policy:

GIL has codified through its Human Rights Policy that no forced labour should be used anywhere in the organization. GIL has also through its anti- sexual harassment policy, barred exploitation of women and the company strongly abides by all the legal guidelines in this matter. The company rejects any employee working unwillingly under any debt borrowing from the company and the said employee/s shall be free to resign, subject to appropriate financial settlement.

Modern Slavery in Supply Chain :

- a) The code of conduct for suppliers embodies the GIL stand of not using forced labour and not encouraging any form of modern slavery to run its operations.
- b) The suppliers will abide by anti-slavery standards and disclose their labour practices.



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- c) GIL shall conduct due diligences to assess the risks emanating from the suppliers and ensure compliance with anti-slavery commitment of the company.
- d) The company encourages reporting of modern slavery practices in its supply chain and such whistleblower shall protected by way confidentiality of his/her identity.
- e) GIL shall conduct regular reviews of its monitoring process in this matter and adjust / modify as it deems fit.

Breaches of the Policy:

Any violation of the Anti-Modern Slavery Policy by any employee or at supply chain level shall be met with appropriate corrective/ punitive measures that the management deems fit.

Date: 24.10.2024

ASHUTOSH DIXIT

EXECUTIVE DIRECTOR