



GRAPHITE INDIA LIMITED

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L10101WB1974PLCO94602

SOCIAL ACCOUNTABILITY POLICY

We at Graphite India Limited are committed to employees' wellbeing by complying the Group Code of Conduct, upholding companywide ethical practices, respecting employees' rights and systematically maintaining occupational health and safety standards

We shall achieve these by complying companywide culture that promotes:

- a) Involvement of all employees in continual improvement initiatives and innovations in all spheres of management.**
- b) Respect employees' Rights to Safe work environment.**
- c) Training opportunities to our employees.**
- d) Fulfilment of all applicable statutory requirements and other international instruments applicable to Social Accountability and other requirements to which GIL subscribe.**
- e) Reviewing the effectiveness of SA 8000 policy and comply with SA 8000 standard requirements**

This policy is communicated and understood within the organization and made available to interested parties on request.

DATE: 02.09.2024

A. DIXIT

EXECUTIVE DIRECTOR