



## **PRAXIS HOME RETAIL LIMITED**

### **Policy on Human Rights**

Praxis Home Retail Limited (“PHRL“ or “Company”) recognizes the human rights content of the Constitution of India, national laws and policies and the content of International Bill of Human Rights and appreciates that human rights are inherent, universal, indivisible and interdependent in nature.

Accordingly, PHRL is committed to integrating respect for human rights in management systems. This is accomplished, through assessing and managing impacts on human rights of its operations, and ensuring that all individuals impacted by the business have access to grievance mechanisms. PHRL expects that its commitment to human rights will also followed by its Joint Ventures and Subsidiaries, if any, in future.

PHRL recognizes and respects the human rights of all relevant stakeholders and groups within and beyond the workplace, including that of communities, consumers and vulnerable and marginalized groups such as women and girls, people with disabilities, children, tribal etc. In addition, the Company, within their sphere of influence, promotes the awareness and realization of human rights across its value chain and will not be complicit with human rights abuses by any third party.

The functional head is responsible for championing the adherence to this policy for the respective function. The Company has made provisions for listening and resolving grievances related to violation of Human Rights vis a vis the provisions within the policy. In addition, the adherence to the provisions of this policy is reviewed by the senior management on a regular basis besides the periodic audits, covering directly/indirectly the areas of respective function. Any major deviations and need for review of the policy are reported to the Board of Directors of the Company.

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