



HUMAN RIGHTS POLICY

Introduction and Context

At Gulf Oil Lubricants India Limited (GOLIL), we recognize the significant role businesses play in respecting and promoting human rights. We are committed to upholding the spirit of human rights, as enshrined in the Constitution of India and the internationally recognized human rights standards, ensuring that human dignity is respected throughout our operations. In an increasingly interconnected and responsible business environment, our commitment reflects global expectations and regulatory developments.

Scope and Applicability

This policy applies to all stakeholders including employees, customers, suppliers, investors, and the communities partners of GOLIL across all operations, subsidiaries, and business activities. It governs our internal practices as well as our interactions with external stakeholders within our value chain.

All mentioned stakeholders partners are expected to adhere to the same principles and standards outlined in this policy, Compliance may be encouraged through contractual terms, ongoing engagement, and shared commitment to responsible and ethical business conduct.

Core Human Rights Principles

Respect for Human Rights

Our Human Rights Policy is guided by the national framework outlined in the Constitution of India, including its Fundamental Rights and Article 12. It also adheres to key international standards such as the Universal Declaration of Human Rights and the United Nations Global Compact's Ten Principles. We strive to cultivate an environment where human rights are consistently acknowledged and upheld through our internal policies, external partnerships, and community engagement.

Safety at workplace

GOLIL is committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions.



The Company has zero tolerance towards sexual harassment at the workplace. GOLIL has in place a separate policy on Prevention of Sexual Harassment at Workplace, which is in line with requirements of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 ("POSH Act"). This policy is gender neutral as any person irrespective of their gender may seek redressal under the policy.

Right to Privacy

The Company is committed to protect the right to privacy of its stakeholders. The Company does not disclose personal or sensitive information to third parties, without consent of its stakeholders, unless required by law.

Non-Discrimination

GOLIL is committed to fostering an inclusive, equitable, and bias-free workplace and business environment. Discrimination of any kind is not tolerated, particularly in matters related to compensation, training, opportunities, and employee benefits. This includes – but is not limited to discrimination based on race, caste, gender, gender identity, religion, ethnicity, nationality, age, disability, sexual orientation, or any other protected status.

Freedom of Association

GOLIL acknowledges and upholds the right of its employees to freely associate, join organizations of their choice, and engage in collective bargaining, consistent with applicable laws and internal policies. This also includes the right not to be compelled to associate.

Prohibition of Child and Forced Labor

GOLIL maintains a zero-tolerance approach to the use of child labor and forced labor. All individuals working with or for GOLIL must do so voluntarily, under safe and respectful conditions. We align with international standards, including ILO Conventions 138 and 182, and expect similar adherence from our contractors, suppliers, and business partners.

Implementation and Responsibilities

The Human Resources and Compliance Teams are responsible for ensuring that this Human Rights Policy is implemented, communicated, and monitored effectively across GOLIL's operations. All managers are expected to lead by example and ensure that human rights principles are embedded in daily practices, which are guided by the Company's Code of Conduct.



Training and Awareness

GOLIL regularly engages in human rights training through workshops, interactive sessions, circulation of handbooks, etc. New joiners are made aware about the human rights aspects through induction programs.

Grievance Redressal Mechanism

GOLIL encourages all employees and stakeholders to raise concerns related to human rights violations without fear of retaliation. GOLIL aim to encourage openness and will support anyone who raises genuine concerns in good faith, even if they turn out to be mistaken.

In case of any grievance, they may contact the human resource department at hr@gulfoil.co.in .

Stakeholders may choose to remain anonymous while raising concern. However, they are encouraged to identify themselves, as doing so can help resolve the situation in a better manner, especially if we need to follow up for additional information.

Conclusion

Human rights are a fundamental part of GOLIL's values and operations. Through continuous engagement, review, and improvement, we aim to create an environment where human dignity is preserved, protected, and promoted.

Review & amendment

This policy shall be subject to review as and when required at the discretion of the Board.

***Note:** The Board has approved the policy at its meeting held on May 21, 2025.*