



THE PINNACLE OF TASTE AND GOODNESS

Human Right Policy

We at Edinburgh Products (Pvt) Ltd.,

Respect for Human Rights

Respect for human rights is a fundamental value of The Edinburgh Products (Private) Limited. We are committed to maintain an organizational culture which upholds internationally recognized human rights while actively engaging in the prevention of human rights abuses & violations.

We strive to respect and promote human rights in accordance with the UN Guiding Principles On Business and Human Rights in our relationships with our employees, suppliers and Our retail and wholesale buyers. Our aim is to help increase the enjoyment of human rights within the communities in which we operate.

This Policy is guided by international human rights principles encompassed by the Universal Declaration of Human Rights, including those contained within the International Bill of Rights And the International Labor Organization's 1998 Declaration on Fundamental Principles and Rights at Work.

Human Rights policy applies to The Edinburgh Products (Private) Limited, the entities that we own, the entities in which we hold a majority interest and the facilities that we manage.

We play an active role in the achievement of human rights within our direct spheres of influence, as follows:

- * To uphold the human rights of our employees, including non-discrimination, Prohibition of child and enforced labor, and Freedom of Association.
- * To establish and maintain fair and appropriate procedures while evaluating and Selecting Suppliers and to review their performance with fairness.
- * To engage in open discourse with stakeholders, and be involved in community Activities.
- * To respect the values, customs and culture of local communities amongst whom we Operate
- * To contribute to the promotion of human rights by improving socio-economic & Environmental conditions, and function as a catalyst in these communities.
- * To value and uphold ethical conduct and integrity while engaging in business, and To support governing authorities where necessary in enforcing high ethical Standards for businesses.

We use due diligence as a means to identify and prevent human rights risks to people in our Business and value chain. Where we have identified adverse human rights impacts resulting From or caused by our business activities, we are committed to provide for or cooperate in, Their fair and equitable remediation.

The Human Rights Policy is overseen by The Edinburgh Products (Private) Limited's Chairman and Board of Directors.

Equal Opportunity Employment

This company is an equal opportunity employer and does not unlawfully discriminate against employees or applicants for employment on the basis of an individual's race, color, religion, creed, sex, national origin, age, disability, marital status, veteran status or any other status protected by applicable law. This policy applies to all terms, conditions and privileges of employment, including recruitment, hiring, placement, compensation, promotion, discipline and termination.

Non-Harassment Policy / Non-Discrimination Policy

This company prohibits discrimination or harassment based on race, color, religion, creed, sex, national origin, age, disability, marital status, veteran status or any other status protected by applicable law. Each individual has the right to work in a professional atmosphere that promotes equal employment opportunities and is free from discriminatory practices, including without limitation harassment. Consistent with its workplace policy of equal employment opportunity, the company prohibits and will not tolerate harassment on the basis of race, color, religion, creed, sex, national origin, age, disability, marital status, veteran status or any other status protected by applicable law. Violations of this policy will not be tolerated.

Freedom of Association and Collective Bargaining

We respect our employees' right to join, form or not to join a labor union without fear of Reprisal, intimidation or harassment. Where employees are represented by a legally recognized union, we are committed to establishing a constructive dialogue with their freely chosen representatives. The Company is committed to bargaining in good faith with such Representatives.

Safe and Healthy Workplace

The safety and health of our employees is of paramount importance. Our policy is to provide a safe and healthy workplace and comply with applicable safety and health laws and regulations, as well as internal requirements. We work to provide and maintain a safe, healthy and productive workplace, in consultation with our employees, by addressing and remediating identified risks of accidents, injury and health impacts.

Workplace Security

We are committed to maintaining a workplace that is free from violence, harassment, Intimidation and other unsafe or disruptive conditions due to internal and external threats. Security safeguards for employees are provided, as needed, and are maintained with respect For employee privacy and dignity.

Forced Labor and Human Trafficking

We prohibit the use of all forms of forced labor, including prison labor, indentured labor, Bonded labor, military labor, modern forms of slavery and any form of human trafficking.

Child Labor

Company shall not allow in any ways to employ a labor below the age of 17 as per the government regulation and the details shall be checked during recruitment and verified prior to confirmation of job.

Work Hours, Wages and Benefits

We compensate employees competitively relative to the industry and local labor market, and in accordance with terms of applicable collective bargaining agreements. We work to ensure full compliance with applicable wage, work hours, overtime and benefits laws.

Land Rights and Water Resources

We recognize the significant implications regarding respect for human rights that land use and water use across our value chain may have, which we address through specific policy and action. While we do not typically purchase ingredients directly from farms, we are compelled, based on our values as a major buyer of several agricultural commodities, to take action and to use our influence to help protect the land rights of local farmers and communities.

We respect the human need for sustainable water supplies, safe drinking water, and protection of both ecosystems and communities through proper sanitation. Through our water stewardship program, we pursue a rights-based approach to water that mitigates risk by assessing local water risks, consulting and partnering with governments, communities and Other stakeholders to develop water stress solutions where and when needed, and also Implementing source water protection plans at our facilities.

Guidance and Reporting for Employees

We strive to create workplaces in which open and honest communications among all Employees are valued and respected. The Company is committed to comply with applicable Labor and employment laws wherever we operate. The Company also ensures employees are Aware of the Human Rights Policy through training. Any employee who believes a conflict arises between the language of the policy and the laws, customs and practices of the place where he or she works, or who has questions about this policy or would like to confidentially report a potential violation of this policy, should raise those questions and concerns with local management, Human Resources, the Legal Department or Strategic Security. Employees can also report suspected policy violations

Public Reporting

We report to the public on our human rights-related commitments, efforts and statements, Consistent with this Human Rights Policy.

The Company reserves the right to amend this policy at any time. Nothing in this policy says or implies that a contract Exists between the Company and its employees.

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Managing Director

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Date