

Human Rights Policy

L&T Financial Services

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Version	Date of Adoption	Change Reference	Owner	Approving Authority
1.	April 2021		HR Team CSR & Sustainability Team	CSR & ESG Committee
2.	April 2022	CSR and ESG Committee had approved Gender and Human Rights Policy on April 29, 2021. The said policy has been split into two policies i.e.; Human Rights Policy and Diversity, Inclusion and Equity Policy in accordance with the best practices followed in the industry and recommendation of an external consultant.	HR Team CSR & Sustainability Team	CSR & ESG Committee

1. Purpose

Human rights are universal, and every individual in the world deserves to be treated with dignity and equality. In line with the guidance laid down by the UN Guiding Principles for Business and Human Rights, L&T Finance Holdings Limited (including its subsidiary companies) ("LTFS") recognizes its legal and moral responsibility to respect human rights of all its stakeholders. This policy defines the commitment of LTFS to uphold Human Rights, shows its conscious commitment and ensures protection of Human Rights. LTFS considers this commitment as sound business practice and thus the same has been embodied in this Human Rights Policy ("the Policy").

2. Applicability

The Policy applies to every employee at LTFS and covers all operational offices/ branches and companies within LTFS.

3. Approach and principles adopted

- LTFS abides by internationally recognized human rights standards such as the ILO's Declaration on the Fundamental Principles and Rights at Work.
- LTFS adheres to laws and guidelines on human rights as per the Constitution of India, national laws and policies and treats all its stakeholders with respect and dignity.
- LTFS seeks to support human rights throughout the organization and its value chain and it ensures compliance with all applicable local laws pertaining to human rights.
- LTFS is committed to prohibition of child labor, protection of indigenous rights, prohibition of forced and compulsory labor, equal remuneration for men and women and freedom of association.
- LTFS is dedicated to uphold the human rights of all its employees, and it strictly ensures compliance with all applicable laws pertaining to human rights.
- LTFS has zero tolerance towards any form of child or forced form of labour
- The Code of Conduct for Senior Management and Employees and Third Party Code of Conduct thrusts importance on respect for human values, individual dignity and adherence to honest, ethical and professional conduct.
- LTFS does not discriminate in terms of recruitment, progression, terms and conditions of work and representation, on the basis of personal characteristics unrelated to inherent job requirements, including gender, race, colour, caste, disability, political opinion, sexual orientation, age, religion, social or ethnic origin, marital status, membership of workers' organisations, legal migrants, or HIV status.
- LTFS ensures it does not cause any human rights violations as a result of its operations or relationships.

4. Reporting mechanism

- Adherence to Human Rights is critical as per the LTFS Code of Conduct for employees. Any violation to the Code of Conduct can be reported to the Code of Conduct committee. The violations can be reported by writing a mail to code@ltfs.com. The Code of Conduct Committee can investigate and take suitable action as per the seriousness of the deviation. Code of Conduct (CoC) Committee consists of 4 members: Platform Head (co-opted as relevant), CHRO, Group Head – Compliance, Group Chief Financial Officer.

- Necessary disciplinary/ legal action, in accordance with the policies adopted by LTFS, will be taken against any employee who violates the Policy.
- Necessary protection will be provided to an individual for raising concerns with respect to matters stated in the Policy. However, if the concerns raised are frivolous in nature or false, the same will be considered as a violation of the Code of Conduct of LTFS, and necessary action will be taken.

5. Review / Revision of the Policy

If at any point a conflict of interpretation / information between the Policy and regulations, rules, guidelines, notification, clarifications, circulars, master circulars/ directions issued by relevant authorities (“Regulatory Provisions”), applicable if any, arises, then interpretation of the Regulatory Provisions shall prevail.

In case of any amendment(s) and/or clarification(s) to the Regulatory Provisions, if applicable, the Policy shall stand amended accordingly from the effective date specified as per the Regulatory Provisions.