

Human Rights Policy

1. Introduction

At DLF Limited (DLF), we are committed to respect the human rights of our workforce, stakeholders and those affected by our operations. **Our Human Right Policy is governed by Protection of Human Rights Act, 1993** and guided by a wide range of international external standards and principles, including **UN Guiding Principles on Business and Human Rights, Universal Declaration of Human Rights, International Labour Organization's Declaration on Fundamental Principles and Rights at Work, Principles of the UN Global Compact, UN Principles for Responsible Investment (PRI) etc.**

2. Policy Objective and scope

The objective of the policy is to provide an overview of expectations from our employees and material third - party contractors and suppliers for DLF Limited or any of its subsidiaries, affiliates and joint ventures. This policy is applicable to all our employees and anyone doing business for or with DLF and other material third-party contractors. We also expect partners associated with us such as agents, lobbyists and other intermediaries, joint venture and consortia partners, customers, clients and tenants to comply with this policy.

3. Guidelines

Our commitment entails respecting human rights and seeking to avoid involvement in causing or contributing to adverse human rights impacts through their own activities, by identifying, assessing and minimizing potential adverse impacts through due diligence and management of issues, and resolving grievances from affected stakeholders effectively. We also strive to prevent or mitigate adverse human rights impacts that are directly linked to our operations, products or services by our business relationships, even if they have not contributed to those impacts.

Our company endeavors to achieve our commitment by:

3.1. Equal Opportunity and Non-Discrimination:

- All sort of workplace discrimination i.e. in hiring, promotion, compensation and workplace cultural practices based on gender, color, creed, ethnicity, political views, religion etc. is strictly prohibited. These issues shall be addressed through policies, procedures, and trainings related to prevent workplace discrimination and sexual harassment, and by engaging workforce to prevent discriminatory practices. Appropriate disciplinary actions shall be undertaken in response to any violations.

3.2. Working conditions and labour standards

- Wages, hours of work and social benefits, are based on local laws and regulations as well as prevailing market standards and practices. We treat all our employees fairly and honestly regardless of where they work. All employees and workers are entitled to reasonable rest breaks, access to toilets, rest facilities and portable water at their place of work, and holiday leave in accordance with the legislation.

3.3. Customer and Employee Privacy:

- We shall protect every data or information related to our customers or employees which may result in human rights violations.

- We shall not disclose information to third parties without explicit consent of our stakeholders, unless required by law to do so. All the collected data is protected through regular security upgrades and adequate employee training is provided to ensure safeguarding of sensitive information. We have an optimal security system for preventing leaks and our Ombuds process and security incident management process allows reporting of data breaches and policy violations.

3.4. Health and Safety

- We constantly strive to institutionalize health and safety processes, that provide a healthy working environment to employees and implement measures to prevent any workplace injuries and ill health, with special focus on emergency response and preventive health & safety measures.
- We ensure health and safety of our tenants, customers and the local communities surrounding our project sites.

3.5. Child and Forced Labour:

- DLF strictly prohibits the use of child labour or forced labour, including bonded labor, slavery and human trafficking, in our offices, branch offices and project sites and requires our suppliers and partners to prohibit the same in their operations.

3.6. Respecting the rights of Indigenous Communities:

- DLF strives to respect and uphold the human rights of the vulnerable, disadvantaged and indigenous communities surrounding our offices and project sites. We undertake various social programs on health, education, social infrastructure, skilling and employment for the betterment of the surrounding communities.

4. Grievance Mechanisms and Reporting

- We encourage all employees, suppliers and partners to contact the office in case they have encountered any evidence of failure of DLF's responsibility to avoid any harm of human rights or its involvement in a human rights issue.
- All stakeholders including clients, investors, suppliers, partners and public can contact us or make complaints through the Ombuds process as defined in our Whistle Blower Policy.
- DLF is committed to resolve any human right issue within 14 working days.

5. Responsibility

The Human Rights policy is owned and maintained by the Human Resources function and is applicable to all employees and anyone doing business for or with DLF and other material third-party contractors.

It is our company's endeavor to continually improve human rights performance by sharing good practices and learnings, setting and reviewing targets, and monitoring, reporting and disclosing performance.

This policy shall be reviewed periodically for its suitability and updated as required by the ESG Committee.