

## **Future Lifestyle Fashions Limited**

### **Policy on Human Rights**

Future Lifestyle Fashions Limited ("FLFL") 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. FLFL is committed to integrating respect for human rights in management systems, in particular through assessing and managing human rights impacts of operations, and ensuring all individuals impacted by the business have access to grievance mechanisms. FLFL expects that its commitment to human rights is also followed by its Joint Ventures and Subsidiaries.

FLFL 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. 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.

FLFL expects that it is every employee's responsibility to maintain a work environment that reflects respect and is free from all discrimination and harassment. If any employee believes that someone is violating the Human Rights Policy or the law, they are asked to report it immediately to their manager, Human Resources, Company legal team.

The Functional Heads of Departments / Unit Heads of FLFL are responsible for implementation and encouragement for the adherence to the policy. Provisions for listening and resolving stakeholder grievances and whistle blower mechanism are put in place vis-a-vis the provisions within the policy. The adherence to the provisions of this Policy is reviewed by the senior management on a regular basis. Any major deviations and need for review of the policy is reported to the Board of Directors of the Company.

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