

PATANJALI FOODS LIMITED

RIGHT OF FREEDOM OF ASSOCIATION POLICY

(Approved by the Board of Director at their meeting held on August 14, 2026)



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Effective Date: August 14, 2026

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RIGHT OF FREEDOM OF ASSOCIATION POLICY

1. Purpose

Patanjali Foods Limited (“PFL”) / (“the Company”) is committed to fostering a culture of collaboration, openness, and inclusiveness. We believe in building strong employee engagement through respect, partnership, and trust. Guided by our values of **Sewa (service), Swadeshi, and holistic well-being**, PFL upholds the fundamental rights of all employees, including the right to freedom of association and collective representation, in line with statutory requirements and ethical business practices.

The purpose of this Policy is to affirm PFL's commitment to respecting and protecting employees' rights to freedom of association and collective bargaining in accordance with applicable laws, constitutional principles, and internationally recognized human rights standards.

2. Scope

This Policy applies to:

- All permanent, temporary, contractual, trainee, and apprentice employees of PFL;
- All manufacturing facilities, warehouses, offices, and operational locations of the PFL; and
- All managers and supervisors responsible for employee relations and workplace practices.

3. Definitions

Freedom of Association refers to the right of employees to form, join, or participate in lawful associations, worker groups, trade unions, or representative bodies of their choosing without fear of discrimination, retaliation, intimidation, or interference.

Collective Bargaining refers to the process through which employees or their representatives engage with management regarding employment conditions, workplace issues, employee welfare, and other matters of mutual interest.

Worker Representative means an individual or group elected, selected, or recognized to represent employees in accordance with applicable laws and established procedures.



4. Policy

PFL respects and upholds every employee's right to freedom of association and collective bargaining.

Employees are free to organize themselves into lawful interest groups, worker collectives, associations, or trade unions independent of management influence and without fear of discrimination, harassment, retaliation, or prejudice.

The Company recognizes the importance of constructive dialogue between employees and management and supports mechanisms that facilitate employee representation, consultation, and participation in workplace matters.

PFL is committed to maintaining a work environment where employees can exercise these rights responsibly and in accordance with applicable laws and Company's policies.

5. Guiding Principles

5.1 Respect for Employee Rights

The Company shall respect employees' rights to establish, join, or participate in lawful associations and representative bodies of their choice.

5.2 Non-Discrimination and non-retaliation

No employee shall be subjected to discrimination, intimidation, harassment, disciplinary action, or adverse treatment for exercising their right to freedom of association or participation in collective bargaining activities.

5.3 Constructive Employee-Management Dialogue

PFL shall encourage open communication, consultation, and constructive engagement between management and employee representatives to foster mutual understanding and workplace harmony.

5.4 Compliance with Applicable Laws

The Company shall comply with all applicable labour laws and regulations relating to employee representation, trade unions, and collective bargaining rights.



5.5 Accessibility of Grievance Mechanisms

Employees shall have access to transparent grievance redressal mechanisms to raise workplace concerns and seek resolution without fear of retaliation.

6. Implementation

The Company shall implement this Policy through the following measures:

- Communicating the Policy through employee induction programmes, employee handbooks, internal communication channels, and awareness initiatives.
- Providing employees with information regarding their rights related to freedom of association and collective bargaining.
- Facilitating appropriate employee-management engagement platforms, including worker committees, employee welfare committees, and other representative forums where applicable.
- Conducting periodic awareness and sensitization programmes for employees and management personnel regarding the principles contained in this Policy.
- Ensuring that employee representatives are able to engage with management through lawful and established processes.

7. Monitoring & Audit

- Each PFL unit has mechanisms for monitoring compliance with this policy, including transparent grievance redressal procedures, formal communication forums, and structured employee-management dialogues.
- The HR function at each Unit monitors and reports any identified incidents of violations of **freedom of association or collective bargaining rights** to Corporate HR.
- Corporate HR consolidates unit-level reports and presents them to the **ESG and CSR Committee** and senior leadership on a periodic basis.
- Periodic **HR audits** and employee feedback surveys are undertaken to ensure continued adherence to this Policy.

8. Compliance

- For unionized employees, compliance is ensured through robust grievance redressal mechanisms, transparent handling procedures, and formal escalation channels to HR.
- The Company continues to affirm that within its operations, there is no area where the right to exercise freedom of association or collective bargaining is at risk.

