

Business Ethics & Labour Policy

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| Policy: | Business Ethics & Labour Policy |
| Effective Date: | 1 st April 2014 |
| Date Last Reviewed: | 24 th January, 2022 |
| Scheduled Review Date: | 31 st December 2022 |
| Supersedes: | All previous policies and/or statements |
| Approved by: | Board of Directors |

CERA SANITARYWARE LTD. policies include the following:

Company's approach to managing labour issues includes commitments to:

- Implementing all standards of Labour Laws.
- Adhering to all customer requirements.
- Regulatory compliance.
- Continual improvement in social responsibility performance.

The scope of the policy should include all of the labour standards, including:

- Employment is freely chosen.
- No harsh or inhumane treatment is allowed.
- Working conditions are safe and hygienic.
- Child labour shall not be used.
- Working hours are not excessive.
- No discrimination is practiced.
- Regular employment is provided.

For, Cera Sanitaryware Ltd.

Date: 24.01.2022

Mr. Anupam Gupta
Executive Director (Technical)