



Working Conditions & Living Wages Policy

Group refers to the Rubamin Private Ltd and its subsidiaries in this document. This policy is meant exclusively for the perusal of, and strictly for circulation within, the Rubamin Private Ltd and its subsidiaries. Please note that sharing of information contained in this policy, other than with employees of the Rubamin Private Ltd without written consent from Corporate Human Resources, would be construed as a breach of the Company's Code of Conduct.



Policy Title	Working Condition & Living Wages Policy
Employee Value Proposition	Guideline and General Principles
Applicability	This policy is applicable to all employees, Business Partners, Service Partners, Suppliers and Network of Suppliers working with Rubamin Private Limited
Originator and Contact Information	Human Resource (hrd@rubamin.com)
Effective Date	September 1, 2023

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The Board of Directors of Rubamin (the “Company”) has the power to design, assess and continuously revise the Governance and Sustainability System, and specifically to approve and update the corporate policies, which contain the guidelines governing the conduct of the Company and of the companies belonging to the group of which the Company is the controlling entity, within the meaning established by law (the “Group”). In fulfilling these responsibilities, and aware of its commitment to the social aspects generally and to improvement of working conditions and wages for the company’s employees specifically, the Company hereby approves this Policy on Working Conditions (the “Policy”) pursuant to the provisions of the Purpose and Values of the Rubamin Group.

1. Purpose

As a responsible recycler, Rubamin supports the transition towards a more prosperous, sustainable, and resilient ecosystem. This implies considering the environmental, social and governance impacts in every decision that is made.

The success of Rubamin’s business comes from the accomplishments and well-being of its employees. Rubamin’s goal is to build a workplace culture that fosters leaders and allows every person to thrive, contribute and grow. This policy reflects the commitment to provide all employees all over the locations with good working conditions, a safe and healthy work environment, and flexible employment possibilities that support a better work-life balance.

This Working Conditions Policy lies under the General Human Capital Policy and further develops the commitment stated on it related to this matter.

In addition, this policy is aligned with the 2030 Agenda and the Sustainable Development Goals (SDG) and specifically with *SDG3*: “Ensure healthy lives and promote well-being for all at all ages”, *SDG8*: “Promote sustained inclusive and sustainable economic growth, full and productive employment and decent work for all” and *SDG10*: “Reduce inequality within and among countries”.

2. Scope of Application

This Policy applies to all companies of the Rubamin Group in India, as well as to all entities not belonging to the Group but over which the Company has effective control, within the limits established by law.

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