

# SAFEGUARDING POLICY



Prepared by:

**Human Resources Department**

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Policy Number: **ARV|COM\_GRM|001|260725**

Arvind Limited, Naroda Road, Ahmedabad



## **OBJECTIVE:**

This Safeguarding Policy affirms Arvind Ltd.'s commitment to ensuring a safe, respectful, and inclusive environment for all employees, partners, vendors, and associates. The policy especially emphasizes the protection of individuals who may be more vulnerable due to age, gender, disability, health status, or social conditions, and seeks to prevent all forms of abuse, neglect, exploitation, or harassment within the workplace.

## **APPLICABILITY:**

This policy applies to all employees, contract workers, vendors, visitors, and anyone working on behalf of Arvind Ltd. across all sites and offices.

## **DEFINITIONS:**

- **Safeguarding** refers to the responsibility of an organization to ensure that its employees and stakeholders are not exposed to harm, abuse, or mistreatment.
- **Abuse** may include physical, emotional, psychological, sexual, or financial harm.
- **Neglect** is the failure to provide reasonable care, supervision, or necessary support.
- **Vulnerable Persons** may include children, elderly individuals, persons with disabilities, pregnant women, or others at greater risk of harm due to personal or social circumstances.

## **GUIDING PRINCIPLES:**

Arvind Ltd. upholds the following principles in all aspects of work and interaction:

- **Zero tolerance for harm:** Any form of abuse, neglect, harassment, or exploitation is strictly prohibited and will be dealt with seriously.
- **Proactive prevention:** Creating a workplace culture where safeguarding is embedded in behavior, communication, and workplace decisions.
- **Confidentiality and support:** All concerns will be handled with discretion and sensitivity.
- **Fairness in response:** All individuals involved in a reported issue will be treated fairly, without bias or retaliation.

## **SAFETY COMMITMENTS:**

To build and sustain a safe environment, Arvind Ltd. commits to the following:

- **Supportive Workspaces:** Managers and HR teams will actively consider safety and accessibility in physical and behavioral work environments. Where needed, accommodations will be made to support individuals at greater risk.
- **Respect in All Interactions:** All professional interactions—physical or digital—must be conducted in a respectful, inclusive, and non-invasive manner. Sharing of personal information without consent, or misuse of authority, is a violation of this policy.
- **Role-Based Responsibility:** Certain positions may require additional care or vetting, such as those interacting with communities, contract staff, or vulnerable groups. These measures will be assessed by the BUHR on a case-by-case basis.



## **REPORTING MECHANISM**

Employees and stakeholders can report safeguarding concerns—anonously or with attribution—through the following channels:

- **First Level:** HR Department (BUHR)
- **Second Level:** Line Manager
- **Third Level:** Head of Department (HOD)
- **Fourth Level:** Ethics Helpline
  1. **Web Portal:** [www.in.kpmg.com/ethicshelpline/arvind](http://www.in.kpmg.com/ethicshelpline/arvind)
  2. **Toll-Free Number:** 1800 200 8301
  3. **Email:** [arvind@ethicshelpline.in](mailto:arvind@ethicshelpline.in)
- **Fourth Level:** Group Ethics Officer

All reports will be handled sensitively, confidentially, and in accordance with Arvind's **Whistleblower** and **POSH** policies. Retaliation against any individual who raises a concern in good faith will not be tolerated.

## **ADDRESSING CONCERNS:**

### **Upon receiving a concern:**

- The relevant HR or Ethics Officer will conduct a fair and timely review of the matter.
- Corrective actions, if needed, will be taken in line with disciplinary policy.

False or malicious reporting will be treated as misconduct.

## **REVIEW TIMELINE:**

This policy will be reviewed every two years or earlier in line with legal requirements or business needs.

