



ADITYA BIRLA GROUP

SECURITY POLICY

Aditya Birla Group recognises security of its assets, including people, property, information and reputation, as a management responsibility with effective participation of all employees and ranks equally with their other business functional responsibilities. The Group is committed to provide leadership and effective security management to ensure a secure work environment for all its employees, contractors and lawfully invited visitors, and to protect our assets.

Every Aditya Birla Group Company endeavors to achieve this by:

- Maintaining positive legal compliance to security regulations and conforming with the requirements of the Aditya Birla Group Sustainability Framework;
- Identifying and continually assessing potential security risks to personnel, company assets, operations and reputation;
- Taking appropriate measures to minimise risks which may arise due to political, economic, terror, criminal and/or other social factors;
- Ensuring actions of the company or its personnel are appropriately aimed at minimising any security risks and avoiding the use of force except as a last resort;
- Applying appropriate standards for the recruitment, equipping, training and performance of security personnel;
- Ensuring that the security service providers, including those on contract are fully compliant with local, national and international rules and regulations, understand the rules of engagement and strive to perform to the best security practices;
- Working with the local law enforcement authorities to ensure appropriate responses to security incidents;
- Investigating all incidents and any allegations of inappropriate response by company security and taking actions to prevent recurrence;_and
- Promoting personal accountability for security.

Each Aditya Birla Group Company shall sign up to this policy or develop an equivalent that shall be implemented throughout its operations.

This policy shall be reviewed periodically for its suitability and updated as necessary.

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