



## EMPLOYEE WELL-BEING POLICY

REVISION: 00

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**SUBJECT / TITLE:** Kennametal India Limited (KIL) Employee Well-being Policy

This page is a record of all revisions.

For convenience, the nature of the revision is / shall be briefly noted, under the remarks column here below. Unless otherwise stated, any revision/s should be implemented effective the date the Board of Directors of KIL approve this policy.

REV.	BY	PAGES	REMARKS
00	Mr. Naveen C / Ms. Swastika	1 - 3	Original Release

REV.	ISSUED BY	APPROVED BY	APPROVAL DATE
00	Mr. Naveen C / Ms. Swastika	Board of Directors of KIL	May 31, 2023



## **KENNAMETAL INDIA LIMITED**

### **EMPLOYEE WELL-BEING POLICY**

## **1 Employee Well-being Policy**

We at Kennametal are aware that our business is an employee-centric enterprise. We are determined to uphold the guidelines provided by Sustainable Development Goal ('SDG') 8 providing decent work and upholding the equity, dignity and well-being of our employees. We are proponents of the motion that employee well-being and a diverse workplace are conducive to the growth of our business.

### **1.1 Commitment**

To provide a safe, equitable and decent workspace for our employees while promoting diversity and employee well-being.

### **1.2 Scope**

This policy statement is applicable to all the employees and workers at Kennametal and the functional units. The policy does not extend to its value chain partners.

### **1.3 Objective**

The objective of this policy statement:

1. Conduct business in a manner that adheres to local and national legal requirements pertaining to employees.
2. Assess our operations to ensure equal opportunities such that the process and course of employment are conducted without discrimination.
3. Develop a framework to determine and assess employee risks, establish objectives and processes necessary to deliver results, implement the processes as planned, monitor and measure activities and take actions for continual improvement of performance.
4. Build systems and processes to support the work-life balance of all employees.
5. Ensure and encourage opportunities for all employees and workers including contract and casual labour to associate with respective associations and provide them with adequate collective bargaining rights.
6. Develop and implement a safe and fair grievance redressal mechanism. Communicate the grievance redressal mechanism to the employees and workers annually.
7. To never employ child labour, forced or compulsory labour at Kennametal and to always uphold the dignity of labour.
8. Have in place a system that ensures timely payment of wages to all employees and workers, including contract workers. To provide fair, timely and transparent payment of statutory wages that meet basic needs and economic security of all employees and workers.
9. Provide safe, hygienic and accessible premises to all employees and workers, especially for differently-abled employees and workers.
10. Conduct regular skill development competence enhancement for employees through human resource interventions in a non-discriminatory manner.
11. Provide a safe workspace that is free from any form of harassment and violations and builds a sense of security in the employees.

## **1.4 Communication of Policy**

This policy is made publicly available on our website. Hard copies of the policy are made available at all our operating unit.

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