

HUMAN RIGHTS POLICY

Delta Corp Limited (“the Company”) is the only listed company in India engaged in casino gaming, with 2,000+ live gaming positions and with state-of-the-art offshore and onshore casinos. The company directly or through its subsidiaries has a presence across Goa and Sikkim and in online skill gaming. Our offshore casino Deltin Royale, in Goa, is currently India’s largest offshore gaming vessel. Deltin JAQK and Deltin Caravela are two other offshore gaming vessels. We also operate an electronic onshore casino at our hotel Deltin Suites in Goa.

The Company has a legacy of fair, transparent and ethical social practices. The Company’s philosophy embarks on business strategies and ensures fiscal accountability, ethical social behaviour and fairness towards all stakeholders comprising regulators, employees, customers, vendors, investors and the society at large

The Company is committed to respecting and promoting human rights in line with Principle 5 as per National Guidelines on Responsible Business Conduct (NGRBCs) which is an essential requirement of the Business Responsibility and Sustainability Report (BRSR) as mandated by Securities and Exchange Board of India (SEBI).

Human rights are standards that recognize and protect the dignity of all human beings. Human rights govern how individual human beings live in society and with each other, as well as their relationship with the State and the obligations that the State have towards them.

As a business built on the values of respect and inclusion, we have an opportunity to exert our influence in a way which helps make our society stronger by reflecting these values in all that we say and do. The most fundamental manifestation of our values is respect for human rights. By upholding human rights in all their forms, we make a positive contribution to society and to all the people who are touched by our business, while reinforcing our foundation for sustainable business success.

Our Human Rights Approach

- **We commit to upholding the rights of our Team Members by: –**

- Compensating Team Members fairly.
- Cultivating a workplace free from discrimination.
- Maintaining health, safety and wellbeing at work.
- Protecting the security of our workplace.
- Prohibiting child and forced labour.

- **We commit to upholding the human rights of suppliers and their Team Members by:**

- Advancing the responsible conduct of our supplier.
- Furthering supplier diversity.

- **We commit to upholding the human rights of our customers and guests by:**

- Maintaining an industry-leading program of Responsible Gaming.
- Marketing gaming responsibly.
- Providing diverse hospitality offerings.

- **We commit to upholding the human rights of our communities by:**

- Standing up for the rights of individuals in our communities.
- Confronting human trafficking and commercial sex exploitation.

In addition to the aforesaid commitments at regular interval:-

1. Conduct human rights risk assessment.
2. Implement human rights due diligence.
3. Engage with stakeholders.
4. Provide human rights training.
5. Monitor and report human rights performance.

This policy is reviewed and approved by the Board of Directors at its meeting held on 20th June, 2023.