

AMARA RAJA GROUP

Human Rights Policy

Policy Title	Human Rights Policy
Effective Date	26 - Sep - 2024
Authorized By	President – Group HR
Last Amended Date	29 - March - 2023

Authorized by: B. Jaikrishna

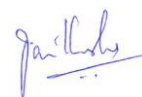


We at Amara Raja Group reiterate our commitment to globally acknowledged benchmarks such as the Core Conventions of the International Labour Organization (ILO), the Universal Declaration of Human Rights by the United Nations, the Principles of the United Nations Global Compact as well as prevailing industry standards. Further, we are fully committed to meeting all relevant and applicable statutory requirements pertaining to Minimum Wages, working hours, Child Labour, Freedom of association & collective bargaining, Health and Safety and any other requirements that demand the highest standards of conduct.

Our commitment entails respecting human rights and striving to prevent any participation in human rights violations. This includes identifying, assessing and minimizing potential adverse impacts through due diligence and management of issues, and resolving grievances from affected stakeholders effectively. We endeavor to achieve our commitment by:

- 1 Being compliant with all the relevant and applicable Central and State labour laws, rules and regulations.
- 2 Implementing an iterative, due diligence process, that centers on identifying, assessing and managing potential human rights risks and impacts.
- 3 Aligning our current policies, processes, and operations with our commitment to uphold human rights, encompassing labor practices, engagement with indigenous or marginalized communities, land acquisition, supply chain management, and security protocols.
- 4 Upholding the rights of local communities and indigenous peoples to access and use natural resources, ensuring transparent and fair engagement during business operations.
- 5 Opposing forced evictions, ensuring any rehabilitation & resettlement is conducted with full consultation, adequate compensation, and adherence to legal requirements.
- 6 Ensuring that security forces act responsibly, respecting human rights and avoiding excessive force, in compliance with legal and regulatory frameworks.
- 7 Including incorporating human rights-related requirements into our supplier code of conduct and contractual arrangements with business partners.
- 8 Ensuring equitable and adequate compensation for our employees and business partners, adhering to the principles of fair remuneration, equal pay for equal work and aligning our compensation structure with all relevant statutory obligations.
- 9 Promoting fair working conditions and upholding human rights in accordance with national laws, regulations and international standards and conventions.

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- 10 Monitoring and reporting on Human Rights impact and performance of management programs.
- 11 Maintaining a strict zero tolerance policy towards any form of forced, compulsory or child labour within our Organization and among our business partners;
- 12 Ensuring a workplace free from all forms of harassment including but not limited to sexual, physical or verbal by implementing preventive measures.
- 13 Being an equal opportunity employer and treat all employees with respect and dignity and judged solely on their performance regardless of their race, religion, caste, gender, sexual orientation, age, or disability.
- 14 Respecting the privacy rights of employees, customers, and stakeholders by safeguarding their personal data and ensuring compliance with applicable data protection laws and regulations.
- 15 Respecting the right of all workers to freely associate and engage collective bargaining, without fear of intimidation or reprisal, in accordance with national law.
- 16 Valuing diversity, equal opportunity and the need to consider the rights of vulnerable groups such as indigenous peoples, women, migrant workers and other minorities.
- 17 Providing robust grievance mechanism for internal and external stakeholders to address issues of human rights violations.
- 18 Respect the rights of human rights' defenders throughout business operations.
- 19 Enforcing strict measures against human trafficking to uphold ethical labor practices across all aspects of our operations.
- 20 Committing to ethical recruiting practices, ensuring that all hiring processes are free from exploitation, coercion, and discrimination, while promoting fairness, transparency, and respect for individual rights.

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

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