



**JAI BALAJI INDUSTRIES LIMITED**

**HUMAN RIGHTS POLICY**

### **1. Objective:**

Our aim is to help increase the enjoyment of human rights within the communities in which we operate. Our Human Rights Policy is a corner stone in these endeavors. We are committed to implement Human Rights Policy that has manifold positive impacts and help abundantly in flourishing our business in the long run with sustainability

### **1. Eligibility:**

This policy is applicable to all the employees, workers, contractors, suppliers and other stake holders that are associated with the group.

### **2. Scope:**

Our Human Rights Policy applies to JBG, the entities that we own, the entities in which we hold a majority interest, and the facilities that we manage. It includes the following components that are ensuring the respect and protection of Human Rights:

- **Equal opportunity and fair treatment:** We ensure equal treatment and equal opportunities for all employees, workers and stake holders regardless of race, gender, religion and disability etc. We recognize that all human are equal in dignity and rights. We don't tolerate abuse, threats, intimidation and discrimination. We are always creating awareness regarding equal opportunity and fair treatment and discrimination free work environment.
- **Community and Stakeholder Engagement:** We are committed to build and collaborate with other organization, society, groups, Trade Associations and Government bodies to address the main issues of human rights and put our best endeavors to minimize the same with our collaborative force.
- **Diversity and Inclusion:** We always value diversity, equal opportunity and promoting the rights of vulnerable groups such as indigenous peoples, women, migrant workers and other minorities.
- **Freedom of Association and Collective Bargaining:** We prohibiting interference in any way with the establishment, functioning or administration of workers' organizations or collective bargaining. We respect employee's right to join or form trade unions or associations that are engaged in collective bargaining.

- **Safe and Healthy Workplace:** In order to ensure a safe working environment for all the stake holders, adhering to health and safety standard to prevent accidents and injuries. We follow ISO 14001 , ISO 45001 and ISO 90001 standards for making JBG a safe and healthy workplace.
- **Harassment Free Work Place & Conducive Environment:** The right to a safe and harassment free work environment encompasses physical safety, Mental Safety, intimidation and harassment free work environment. JBG is committed to provide to harassment free work environment safeguard the well-being of all employees and workers through its well established policy for prevention of sexual harassment at work place.
- **Ban of Child Labour :** We totally ban engagement of child labour in JBG as Child labor violates the fundamental human rights of children, such as the right to protection, education, and play and prohibiting all forms of harmful child labour, forced / trafficked labour. We are strictly abiding all the provisions prescribed in Child Labour (Prohibition And Regulation) Act.
- **Right to Privacy:** We at JBG protecting and maintaining individual's information safe and secure in best way. Right to privacy includes data collected from individual should not be misused and its accessibility, security and transparency are clearly maintained.

JBG, it is every employee's responsibility to maintain a work environment that reflects respect for human rights and is free from all discrimination and harassment, aligned with our Human Rights Policy. If any employee believes that someone is violating the Human Rights Policy and/or the law, they are asked to report it immediately to their manager, Human Resources, Company legal counsel.