



## HUMAN RIGHTS POLICY

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#### PREFACE

<b>Title</b>	<b>Human Rights Policy</b>
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In addition to our strong commitment to the promotion and enhancement of equality, diversity and inclusivity\* (as outlined in our Policy on Enhancing Equality, Diversity and Inclusivity), we at JSW Cement Limited (**'JSW'**), as part of our efforts to deliver our Sustainability Vision, are equally committed to the protection of the human rights of individuals within our business and to the elimination of all forms of discrimination.

In furtherance of this commitment, the Board of Directors has adopted this 'Policy on Protecting Human Rights'.

### Background of the Issue

The United Nations define human rights as 'rights inherent to all human beings regardless of race, sex, nationality, ethnicity, language, religion, disability, or any other status. Human rights include the right to life and liberty, freedom from slavery and torture, freedom of opinion and expression, the right to work and education, and many more.' Everyone is entitled to these rights.

However, across the world, individuals and groups are denied these inalienable rights and are, instead, subject to prejudice and discrimination.

### How it relates to JSW

As a major employer, JSW has a moral obligation to do all that it can to both actively involve itself in the protection and enhancement of human rights in areas that are within our direct control, and to work with others to protect each and every individual's rights and freedoms across our society.

Whilst we have always sought to eliminate all forms of discrimination, and have always worked within any relevant regulatory frameworks relating to human rights, we recognise that we have a moral, social, and economic need to do much more.

We fully understand that every individual brings a different and unique set of perspectives and capabilities to our team and, as such, JSW is fully committed to employing people solely on the basis of their ability to do the job, prohibiting any discrimination based on race, colour, age, sexual orientation, gender identity and expression, nationality, ethnicity, caste, language, religion, physical and mental ability, family status, parental status, social origin, educational background, or any other status.

In pursuance of our stated commitments to protect and enhance the human rights of individuals, we have adopted a number of aims towards which we will strive.

These aims are supported by a range of actions and improvements through which those aims are to be achieved.

**We aim to gain a full and detailed understanding of our current position with regards to our management of human rights.**

To do this we will:

- Undertake a rigorous human rights risk and impact assessment in order to identify all potential areas for discrimination;
- Engage with internal and external stakeholders to ensure the comprehensiveness of this assessment process.

Based on the outcomes of this assessment process we will:

- Further enhance our human rights due diligence procedures;
- Establish and promote a confidential and accessible internal grievance system through which instances of prejudice, discrimination, harassment and bullying can be raised, investigated and addressed firmly and uncompromisingly;
- Establish monitoring and auditing activities that will show how well we are doing in protecting human rights, and report on our performance against these measures to our stakeholders;
- Provide appropriate training to all supervisory and managerial employees with regard to how to protect and enhance the human rights of individuals;
- Educate all our employees about the causes and impacts of prejudice and discrimination so they can, with our help, minimise these both at work and at home;
- Seek to further identify and remove all forms of unconscious bias in our recruitment, retention and promotion practices to ensure focus on an individual's skills, abilities, enthusiasm and commitment instead.

**We aim to promote the protection of human rights across all our suppliers and business partners.**

To do this we will:

- Define and openly share in a Code of Practice the minimum expectations we have of our suppliers and business partners in relation to the protection of human rights;
- Establish a detailed and transparent process through which the attitudes, risk profile and performance of each and every supplier and business partner with regards to a range of sustainability issues, including human rights, is evaluated;
- Favour those suppliers and business partners whose attitudes and performance most closely matches our own aims and aspirations.

**We aim to do what we can to protect human rights in our local communities and across India.**

To do this we will:

- Support projects that aim to tackle issues that impinge upon any human rights of local people;
- Support local stakeholders in efforts to identify threats to human rights

- and solutions which can eliminate or mitigate those threats;
- Support national projects and initiatives that focus on:
  - Protection of liberties and freedoms;
  - Provision of healthcare and education;
  - Lifting people out of poverty and providing them with adequate living standards;
  - Eliminating discrimination and prejudice across Indian society;
- Report on all our efforts relating to this aim, be that at a site-level with our local communities, and at a corporate level with our wider stakeholders.

**We will continue to be fully committed to our statutory and voluntary obligations relating to the protection of human rights.**

These include:

- Universal Declaration of Human Rights and the Core Conventions of the International Labour Organisation;
- All local and national statutory regulations relating to human rights protection and the eradication of discrimination;
- Reporting of our performance on the issue of human rights through GRI (Global Reporting Initiative) and against the United Nation's Sustainable Development Goals.

**We will prohibit the following within any of our plants:**

- **Any acts of discrimination\*\*;**
- **Relationships with suppliers and business partner or other entities that have been found guilty of any violations\*\*\* of human rights or breaches of international humanitarian law.**

**JSW also prohibits the involvement in any activities which can contribute to armed conflict, human trafficking or human rights abuses outside of India, especially in conflict-affected and high-risk areas.**

The achievement of our aims and the delivery of the improvements to achieve them, the fulfilling of our compliance obligations, and the enforcement of our prohibitions will all be managed through the Sustainability Framework that JSW is committed to implementing and maintaining across all our sites.

\* when referring to the term 'inclusivity', we mean a working environment in which everyone feels that they belong without having to conform, that their contribution matters and they are able to perform to their full potential, no matter their background, identity or circumstances.

\*\* here we are defining 'discrimination' as any unjust or prejudicial treatment of different categories of people, especially on the basis of race, colour, age, gender, sexual orientation, gender identity and expression, nationality, ethnicity, caste, language, religion, physical and mental ability, family status, parental status, social origin, educational background, or any other status.

\*\*\* here we are defining a 'violation' as a breach of any of the terms of the Universal Declaration of Human Rights, as prosecuted under United Nations laws.