



## HUMAN RIGHTS POLICY

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### PREFACE

<b>Title</b>	<b>Human Rights Policy</b>
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As part of our efforts to deliver our Sustainability Vision, we at JSW Cement Limited (**'JSW'**) have established this Policy to demonstrate our commitment to protecting and enhancing the human rights of individuals and promoting inclusivity\*, diversity and equality.

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

#### 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, and to promote and, if possible, trailblaze the concepts of inclusivity, diversity and equality, across our society.

There are also strong economic arguments for active protection and promotion of human rights, be that the creation of a more balanced and motivated workforce, or the creation of new markets as more and more citizens are lifted out of poverty.

Whilst we have always sought to eliminate all forms of inequality and 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, gender, sexual orientation, gender identity and expression, ethnicity, religion, disability, family status, social origin, etc.

In pursuance of our stated commitments to protect and enhance the human rights of individuals and promote inclusivity, diversity and equality, 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 and discrimination 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 in creating a culture of inclusivity and equality, 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 and promote inclusivity, diversity and equality;
- Educate 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;

In the meantime:

**We aim to continue to protect human rights and reinforce the culture of inclusivity and equality within our organisation.**

To do this we will continue to:

- Actively promote gender equality\*\* and the involvement of women in the workplace, at all levels of our organisation;
- Identify and adopt progressive work-place practices such as extended parental leave, subsidised childcare and flexible working, to ensure that no-one within our organisation is disadvantaged because of their gender or circumstances;
- Ensure that all individuals within our organisation are rewarded appropriately and fairly, irrespective of gender, ethnicity or other status;
- Develop site infrastructure to accommodate individuals with disabilities.

**We aim to promote the protection of human rights and the creation of a culture of inclusivity and equality 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 and creation of a culture of inclusivity and equality;
- 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, inclusivity and equality, is evaluated;
- Encourage 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 aim to do what we can to promote inclusivity, diversity and equality in our local communities and across India.**

To do this we will:

- Support local projects that aim to promote inclusivity, diversity and equality;
- Support innovative and trailblazing national projects and initiatives that seek to promote inclusivity, diversity and equality;
- 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 and the promotion of****inclusivity, diversity and equality.**

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.

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

- **Any acts of discrimination\*\*\*;**
- **Relationships with suppliers and business partners 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 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.

\*\* when referring to the term 'gender equality', JSW means a state in which access to rights and opportunities is unaffected by gender.

\*\*\* 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, ethnicity, religion, disability, family status, social origin, etc.

\*\*\*\* 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.