



POLICY ON LABOUR
PRACTICES AND
EMPLOYMENT RIGHTS

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PREFACE

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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 developing and enhancing our labour practices and the protection of employment rights.

In furtherance of this commitment, the Board of Directors has adopted this 'Labour Practices and Employment Rights Policy'.

Background of the Issue

Good labour practices and well-implemented systems to protect employees' rights provide a wide range of benefits. With the provision of good working conditions, employees are highly likely to be more positive, more motivated and therefore more productive. Other benefits include higher employee retention rates, reduced instances of employee unrest, fewer grievance claims, etc.

However, even today, many companies across the world fail to recognise even the most basic employment rights, and use labour practices, including child labour and forced labour, which would be considered abhorrent within any modern society.

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 employment rights in areas that are within our direct control, and to work with others to protect and enhance the employment rights of every individual within the wider society.

We have always ensured in our business that employment rights are honoured and employees and contract labours are dealt in a fair manner.

In pursuance of our stated commitments to further enhance our labour practices and protect the employment rights of our employees, 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 continuously assess and review our current labour practices with regards to how well we are protecting employment rights.

To do this we will:

- Undertake an assessment at our sites in order to identify all potential areas for the abuse of employment rights;
- 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 labour practices to eliminate any perceived threat of the abuse of employment rights;
- Review and re-confirm the effectiveness of our confidential and accessible internal grievance system through which any instances of employment rights infringement can be raised, investigated and addressed firmly and uncompromisingly, delivering effective remedies;
- Establish monitoring activities that will show how well we are doing in protecting employment rights and in creating a culture of support, engagement and openness, and report on our performance against these measures to our stakeholders;
- Provide appropriate training to supervisory and managerial employees with regard to how to protect and enhance the employment rights of individuals and promote innovative and mutually beneficial employment practices;
- Educate our employees about the causes and impacts of employment right abuses so they can, with our help, minimise these.

In the meantime:

We aim to continue to protect employment rights and further develop and enhance the labour practices within our organisation.

To do this we will continue to:

- Be compliant with labour laws of the country we operate in. Uphold human rights aligned with national and international regulations as applicable.
- Ensure that our employees, including contract employees are fairly and reasonably paid and

remuneration structure is compliant with statutory obligations of the jurisdiction we operate in.

- Our operations will be based on zero tolerance for any form of forced, compulsory or child labour directly or through contracted labour.
- We recognise and respect employee rights to associate freely and to collective bargaining. We promote fair working conditions as guided by international conventions wherever applicable.
- Promote a culture of consultation and co-operation within our business between employers and employees on matters of mutual concern;
- Protect the rights of migrant workers by ensuring they are engaged on equivalent terms and conditions to non-migrant workers carrying out similar work;
- Ensure that all employees have access to a workplace environment that is safe and healthy;
- Provide our employees, access to skills development, training and apprenticeships, and opportunities to advance their careers based on their potential.
- Be an equal opportunity employer and all employees will be treated with respect and dignity and judged solely on their performance irrespective of their race, religion, caste, gender, age, disability and any other characteristic.
- Respect the social, economic, cultural and human rights of stakeholders and will regularly communicate social performance in an accurate, transparent and timely manner.
- Work with Government and Regulatory agencies to develop a common understanding and agreement to protect human rights in the event of any unforeseen situations. We ensure protection of our people, equipment and assets.

We aim to promote the protection of employment rights and the development and enhancement of labour practices 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 employment rights and the development and enhancement of labour practices;
- 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 employment rights and labour practices, is evaluated;
- Encourage those suppliers and business partners whose attitudes and performance most closely matches our own aims and aspirations.

We will continue to be fully committed to our statutory and voluntary obligations relating

to the protection of employment rights and the enhancement of labour practices.

These include:

- Universal Declaration of Human Rights and the Core Conventions of the International Labour Organisation;
- All local and national statutory regulations relating to the protection of employment rights;
- Reporting of our performance on the issue of employment rights.

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