

	Human Resources	Doc. No.	BN-HRD-46
		Ver No.	1.10
	Human Rights Policy	Date	Mar 1, 2025

Purpose

Respect for human rights is fundamental to the sustainability of the Company and the communities in which we operate. We at BirlaNu believe that business can flourish in societies where human rights are protected and respected. We recognise that business has the responsibility to respect human rights and the ability to contribute to positive human rights impacts.

Policy Statement

We are committed to respecting the human rights of our workforce, i.e. their life, liberty, equality, dignity and respect, and for all those related by our business including our contractors and suppliers, in line with nationally & internationally recognised frameworks.

Our commitment entails respecting human rights and seeking to avoid involvement in human rights abuses, identifying, assessing and minimising potential adverse impacts through due diligence and management of issues, and resolving grievances from affected stakeholders effectively.

Responsibilities

The Company endeavours to achieve its commitment by:

- a. Ensuring legal compliance with applicable constitutional and regulatory human rights requirements and conforming to company's Code of Conduct;
- b. Undertaking a due diligence process, the focus of which is identifying, assessing and managing potential risks and impacts and establish clear accountability by assigning adequate resources and responsibility for effective management of human rights risks;
- c. Aligning our policies, processes and activities with our commitment to respect human rights, including those that apply to labour practices, engagement with customers/vendors/people around our operations;
- d. Engaging with stakeholders in an inclusive, transparent and culturally appropriate manner on human rights concerns related to our business activities;
- e. Valuing diversity, equal opportunity and the need to consider the rights of vulnerable groups such as native people around our operations, women, migrant workers and other minorities;
- f. Prohibiting all forms of harmful child labour, forced / trafficked labour, discrimination and harassment;
- g. Providing access to remedy by resolving grievances in a timely and culturally appropriate manner;

Training and communication

- a. Promoting awareness of the human rights with employees at various levels of our operations through training and communication;

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- b. Continually improving human rights performance by sharing good practices and learnings, setting and reviewing targets, and monitoring, reporting and disclosing performance. This policy shall be reviewed periodically for its suitability and updated as necessary.

Grievance handling mechanism

- a. The While Blower Committee shall be responsible to address any grievance arising out of this policy.

CHRO shall be the nodal officer to uphold the tenets of this policy.

Akshat Seth
MD & CEO

Delhi
01 March 2025

Document Version Control:

Version No.	Clauses Changed	Date
1.0	Policy Roll out	Mar 1, 2020
1.1	Change of MD & CEO	Mar 1, 2025