



Jindal Business Responsibility Policies

Principle- 5

Promoting and Respecting Human Rights

Philosophy:

Respect for Human Rights is a fundamental value of Jindal Worldwide Limited. The remarkable and diverse group of people who work for the Company and the individuals who participate in our value chain find respectable place in the list of our most important resources.

Hence, the Company strives to promote the principles of equality, treating all individuals with respect and dignity and to use our business relationships to promote the opportunity for all people throughout our value chain to exercise and enjoy their fundamental human rights.

Policy:

- To understand human rights content of the Constitution of India, national laws and policies and to appreciate that human rights are inherent, universal indivisible and interdependent in nature.
- To integrate respect for human rights in management systems, in particular through assessing and managing human rights impacts of operations, and ensuring all individuals impacted by the business have access to grievance mechanisms.
- To recognize and respect the human rights of all relevant stakeholders and groups within and beyond the workplace, including that of communities, consumers and vulnerable and marginalized groups.
- To promote the awareness and realization of human rights across value chain within sphere of influence.
- To not to be complicit with human rights abuses by a third party.

Other Guidelines:

- The Company understands and continuously strives to promote human rights as mentioned in the Constitution of India, in the provisions of Fundamental Rights and Directive Principles of State Policy and also the guidelines of the International Bill of Human Rights.
- The Company shall ensure to inculcate and integrate values of human rights in the management systems and all departments throughout the organisation.
- The Company shall align all its policies, processes and activities in line with its commitment to respecting human rights.
- The Company shall actively engage with stakeholders in an inclusive, transparent and culturally appropriate manner on human rights concerns related to our business activities.
- This policy will be reviewed on a regular basis to evaluate continued relevance and to monitor compliance.

For Jindal Worldwide Limited
Authorized Signatory

