



Jindal Business Responsibility Policies

Principle- 3

Promoting Well-being of all Employees

Philosophy:

Jindal Worldwide Limited (JWL) believes that Human Capital is the most important and valuable asset for an organization. Going ahead with this belief, it gives utmost importance to the well-being of its human capital. It offers employment with a sense of certainty for successful long-term career that would be driven by boundless growth opportunities and exposure to immense learning opportunities, and widening the knowledge horizon.

Policy:

- To respect the right to freedom of association, participation, collective bargaining, and provide access to appropriate grievance redressal mechanisms.
- To provide and maintain equal opportunities at the time of recruitment as well as during the course of employment irrespective of caste, creed, gender, race, religion, disability or sexual orientation.
- To prohibit child labour, forced labour or any form of involuntary labour, paid or unpaid.
- To take cognizance of the work-life balance of its employees, especially that of women.
- To provide facilities for the wellbeing of employees including those with special needs and ensure timely payment of fair living wages to meet basic needs and economic security of the employees.
- To provide a workplace environment that is safe, hygienic humane, and which upholds the dignity of the employees.
- To ensure continuous upgrading of skill and competence of all employees by providing access to necessary learning opportunities, on an equal and non-discriminatory basis.
- To promote employee morale and career development through enlightened human resource interventions.
- To create systems and practices to ensure a harassment free workplace where employees feel safe and secure in discharging their responsibilities.

Other Guidelines:

- JWL is committed to professional development and growth of employees through selecting the right candidate for right job, monitoring performance for optimum utilization of their potential, providing growth opportunities and inculcating the culture of mutual faith and accountability.
- JWL is also committed to the holistic growth of employees by motivating them to perform to the fullest by imparting necessary guidance and training at all levels and providing them with opportunities for enhancing their knowledge and honing their skills.

The policies, procedures and practices in the Company are aligned to meet employees' well-being, diversity, non-discrimination, safety and health so as to have healthy, cordial and harmonious relationships and value enhancement at all levels.



- The Company intends to create a safe environment for the well being of the employees at all times and spread the message of safety to one and all.
- The company believes in giving its employees ample opportunities to perform well because employee well-being is imperative to achieve a profitable growth.
- The Company shall ensure an environment which generates sense of belongingness, loyalty and commitment amongst the employees.
- This policy will be reviewed on a regular basis to evaluate continued relevance and to monitor compliance.

For, Jindal Worldwide Limited
Authorized Signatory

