



**POLICY ON HUMAN RIGHTS  
OF  
JAYASWAL NECO INDUSTRIES LTD**

## **PHILOSOPHY:**

Protection of employees' human rights and labor rights leads to increased productivity, as workers who are treated fairly and with dignity and respect are more likely to be productive. Jayaswal Neco Industries Ltd (JNIL) is committed to respecting the human rights of its workers, communities, and those affected by its business (including its contractors, suppliers, and customers) in accordance with prevailing law and principles.

## **JNIL STANDS COMMITTED TO:**

- 1) Compliance with legal, regulatory and constitutional human rights requirements as a core component of our organization's ethical standards.
- 2) Iterative process that includes due diligence as necessary component to identify, assess and manage potential risks and impacts.
- 3) Align existing policies, processes and activities with our commitment to respect human rights, including those that apply to labour practices, engagement with local people; land acquisition, supply chain and security management, we will continue to review our policies and practices.
- 4) Ensure that our employees are aware of human rights by training them and communicating with them on regular basis.
- 5) Sharing good practices to improve human rights, setting targets and reviewing them, monitoring, reporting and disclosing the information
- 6) Providing good work environment to employees and workers as per regulatory framework
- 7) Prohibiting child labour and harassments at work place
- 8) Resolving grievances in timely manner.
- 9) Encouraging other companies that have direct influence on our company, our partners, contractors, suppliers and other organizations with whom we are involved, to adopt our Human Rights Policy approach and develop their own management systems that support the same goals.

## **MONITORING AND REVIEW**

Managing Director/Joint Managing Director/BR head will assess the effectiveness and review the implementation of this Policy, its applicability, appropriateness and effectiveness. Any identified improvements will be made and integrated to the policy as when required.

## **AMENDMENTS**

The policy may be amended at any given point of time if it appears that the relevant provision of the policy or business process has become inappropriate or ineffective or an improvement is required. Further, there may be change in prevailing laws, the implementation of which may be required under the policy. Under these circumstances or in any other situation, if the Managing Director/Joint Managing Director/ BR head deems necessary, the amendment to the policy may be carried out under the signature of Managing Director/Joint Managing Director.

**Arvind Jayaswal**  
**Managing Director, JNIL**