



JINABAKUL FORGE PVT LTD

Human Rights and Working Conditions Policy

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Jinabakul Group recognizes the valuable role that business can play in the longer-term protection of human rights. The Group Companies are committed to respecting the human rights of our workforce, communities and those affected by our operations wherever we do business (including our contractors and suppliers).

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

Jinabakul Group is responsible for reviewing and updating standards on social policies, and for providing guidance and support to all concerned.

This policy comprises below clauses:

- ⑤ Child Labour
- ⑤ Forced Labour
- ⑤ Health and Safety
- ⑤ Freedom of Association and Right to Collective Bargaining
- ⑤ Discrimination & Harassment
- ⑤ Working Hours
- ⑤ Remuneration, Wages & Benefits
- ⑤ Management Systems
- ⑤ Training and Awareness
- ⑤ Diversity , Equity & Inclusion



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- ⌚ Rights of minorities and indigenous people
- ⌚ Land , Forest and water rights and forced eviction
- ⌚ Working Conditions
- ⌚ Private or Public Security Forces

Jinabakul Group endeavors to achieve our commitment towards Human Rights & Working Conditions by:

- ⌚ Maintaining legal compliance with applicable constitutional and regulatory human rights requirements.
- ⌚ Undertaking a process of identifying, assessing and managing potential risks and impacts on Human Rights and Working conditions.
- ⌚ Aligning our existing policies, processes and activities with our commitment to respect human rights, including those that apply to labour practices, engagement with indigenous people, land acquisition, supply chain, and security management.
- ⌚ Ensuring full compliance with applicable wages, working hours, overtime and benefit laws.
- ⌚ Promoting awareness of the human rights with employees at various levels of our operations through training, communication, and team meetings.
- ⌚ Engaging with stakeholders in an inclusive, transparent and culturally appropriate manner on human rights concerns related to our business activities.
- ⌚ Valuing diversity, equal opportunity and the need to consider the rights of vulnerable groups such as indigenous people, women, migrant workers and other minorities.



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- ⑤ Prohibiting all forms of child labour, forced / trafficked labour, discrimination and harassment.
- ⑤ No person below the age of 18 years shall be engaged by us and any of our stakeholders at any point.
- ⑤ Prohibiting any contribution to armed conflict or human rights abuses in conflict-affected and high-risk areas.
- ⑤ Prohibiting interference in any way with the establishment, functioning or administration of workers organizations or collective bargaining.
- ⑤ Respect the right of all workers to form and join a trade union of their choice without fear of intimidation or reprisal, in accordance with national law.
- ⑤ Providing access to remedy by resolving grievances in a timely and culturally appropriate manner.
- ⑤ Influencing our contractors, suppliers and other organizations with whom Jinabakul Group has a leverage , to encourage and support the development of equivalent management systems.
- ⑤ Providing safe & healthy working conditions and comply with applicable health laws and regulations. Also providing and maintaining a safe, healthy and productive workplace, in consultation with our employees, by addressing and remediating identified risks of accidents, injury and health impacts.
- ⑤ Developing goodwill, creating sustainable employment and stimulating economic opportunities in the communities that host our activities.



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- ⑤ Total avoidance of forced eviction and deprivation of land , forest and water in the acquisition , development or other use of Land.
- ⑤ Establishing clear accountability by assigning adequate resources and responsibilities for effective management of human rights risks and Working Conditions.
- ⑤ Continually improving human rights performance by sharing good practices and learnings, setting and reviewing targets, and monitoring, reporting and disclosing performance.
- ⑤ To deploy trained and professional security forces, to avoid human rights violations in all situations.
- ⑤ This policy shall be reviewed periodically for its suitability and updated as necessary. The Company reserves the right to amend this policy at any time.

Sd/-

Balachandra D Badan
Executive Director

Sd/-

Kiran C Jinagouda
Executive Director

2nd May, 2018