



## **Human Rights Policy**

Ceigall India Limited (CIL) is committed to uphold and promote human rights in all aspects of its operations. This policy is the guiding principle and practice to ensure the dignity, equality and well-being of individuals, consistent with international human rights standards and applicable laws.

This policy applies to all employees, contractors, suppliers, and other stakeholders involved in the business and operations of CIL. It encompasses all activities, decisions, and relationships where the organization has influence or responsibility.

1. **Commitment to International Standards** CIL adheres to globally recognized frameworks, including the Universal Declaration of Human Rights (UDHR), International Labour Organization (ILO) conventions, United Nations Declaration on Human Rights and the UN Guiding Principles on Business and Human Rights. These principles guide operations, ensuring respect for fundamental freedoms and rights.
2. **Non-Discrimination and Equality**
  - CIL ensures an inclusive environment where no individual faces discrimination based on race, color, gender, religion, age, disability, nationality, sexual orientation, or any other protected characteristic.
  - Equal opportunities are provided in recruitment, promotion, and resource allocation, fostering a culture of respect and fairness.
3. **Prohibition of Forced and Child Labor**
  - CIL strictly prohibits forced labor, child labor, and human trafficking in its operations and supply chain.
  - Regular trainings, audits and monitoring mechanisms are established to ensure compliance.
4. **Respect for Freedom of Association**
  - CIL recognizes the right to collective bargaining and freedom of association. Employees are encouraged to voice concerns and participate in workplace decisions.



## **5. Right to Privacy**

The Company is committed to protect the right to privacy of its employees and other stake holders. The Company does not disclose personal information/data to third parties, without consent of its stakeholders, unless required by law/Statutory Authorities etc., to do so.

## **6. Safe and Healthy Work Environment**

- The organization is committed to providing a safe, harassment-free, and healthy working environment for all employees and contractors.
- CIL adheres to Health and Safety Policies which are rigorously implemented and are updated, if felt necessary to enhance the system.

## **7. Community Engagement and Development**

- CIL respects the rights of local communities and provides all necessary support ensuring their wellbeing.
- The company supports social and economic development initiatives, focusing on education, healthcare, and environmental sustainability.

## **8. Environmental Responsibility**

- Recognizing the link between environmental sustainability and human rights, CIL takes proactive measures to mitigate environmental impacts, ensuring the protection of community health and natural resources.

## **9. Ethical Sourcing and Supply Chain Management**

- CIL encourages its value chain partners to adopt sustainable and ethical sourcing practices.
- Partners are expected to prohibit forced and child labor, comply with applicable wage and hour laws, and maintain safe and healthy working environments.
- Regular engagement and monitoring of value chain partners is conducted to ensure compliance with these principles.

## **Implementation Framework**

### **1. Leadership and Accountability**

- Executives and managers are responsible for promoting a culture of respect for human rights and ensuring adherence to this policy.



## **2. Training and Awareness**

- Training programs are conducted to inculcate human rights compliant behavior and related responsibilities.

## **3. Grievance Mechanisms**

- Each individual is free to report the incidence of human right violation to the team leader to the level of Unit Head without any fear. Additionally, the company provides the complaint box, which is accessible to each individual for filing the complaint.
- In case, any such violation is reported, the senior should take up the matter with appropriate senior authorities and thereafter, necessary corrective action should be implemented.
- In case, any sensitive case is reported regarding Human Rights Violation, committee of responsible executives will be formed to address the issue. This committee will be chaired by Unit Head and will work closely with Corporate to resolve the matter. Necessary due-diligence is conducted in such cases.

## **4. Monitoring and Reporting**

- As CIL practices transparent and open atmosphere, the number of complaints, including complaints on human rights are regularly monitored.
- All the plants of CIL are IMS compliant, all the sites are regularly audited by external agencies.
- CIL commits to publishing updates on its human rights performance, fostering transparency and stakeholder trust.