



RUBAMIN

The Joy of creating an institution!

Rubamin Private Limited



Human Rights Policy

Group refers to the Rubamin Private Ltd and its subsidiaries in this document. This policy is meant exclusively for the perusal of, and strictly for circulation within, the Rubamin Private Ltd and its subsidiaries. Please note that sharing of information contained in this policy, other than with employees of the Rubamin Private Ltd without written consent from Corporate Human Resources, would be construed as a breach of the Company's Code of Conduct.

1. OBJECTIVE

Respect for Human Rights is a fundamental belief of the Rubamin Private Limited. We strive to respect and promote human rights, in accordance with the National/International policy frameworks. We recognize the valuable role that business can play in the longer-term protection of human rights and 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). The organization is committed to upholding human rights guidelines aligned with the ILO mandates and the Universal Declaration of Human Rights (UDHR) including the Social Accountability 8000 International Standard and its associated international instruments.

2. SCOPE

This policy covers entire Rubamin group and employees across the group. Our commitment entails respecting human rights and seeking to avoid involvement in human rights abuses, identifying, assessing and minimizing potential adverse impacts through due diligence and management of issues, and resolving grievances from affected stakeholders effectively. We believe in continually improving human rights performance by sharing good practices and learnings, setting and reviewing targets, and monitoring, reporting and disclosing performance by establishing clear accountability by assigning adequate resources and responsibilities for effective management of human rights risks.

3. COMMITMENTS

1) Harassment free workplace and Redressal

We are committed to provide a work environment free from any kind of harassment. We prohibit all kind of sexual harassment and other harassments based on race, religion, caste, creed, marital status, sexual orientation, kind of harassment and any other legally protected status.

2) Freedom of expression and association

We believe in prohibiting interference in any way with the establishment, functioning or administration of workers' organizations or collective bargaining and we 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 applicable laws.

3) Awareness of Human Rights

We are committed to engage with stakeholders in an inclusive, transparent and culturally appropriate manner on human rights concerns related to our business activities. Promoting awareness of the human rights with employees at various levels training and communication is an important aspect in this direction.

4) Diversity and Equal Opportunity

We value diversity where people from different backgrounds can have the opportunity to participate, develop and contribute towards the achievement of vision and mission of the organization. WE believe in providing equal opportunity and consider the rights of vulnerable groups such as indigenous people, women, migrant workers, physically challenged people and other minorities.

5) Abolition of forced / Child labor

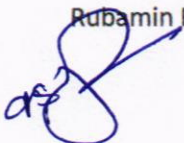
We prohibit all forms of harmful child labour, forced / trafficked labour and any contribution to armed conflict or human rights abuses in conflict-affected and high-risk areas.

6) Health workplace safety and environment

WE are committed to undertake an iterative, due diligence process, the focus of which is identifying, assessing and managing potential risks and impacts and aligning our existing policies, processes and activities with our commitment to respect human rights, and provide them the workplace including those that apply to labour practices, engagement with indigenous peoples, land acquisition, supply chain, and security management.

7) Sustainability

We believe in maintaining positive legal compliance with applicable constitutional and regulatory human rights requirements and conforming to the sustainable business framework by influencing our contractors, suppliers and other stakeholders to align with our sustainable business framework.

8) Anti-bribery and Anti-corruption

The Anti-bribery and anti-corruption policy set out our commitment towards ethical and healthy business practices. The Company had also adopted the vigil mechanism for reporting concerns of unethical behavior, actual or suspected fraud, or violation of the Company's Code of Conduct and Ethics.

9) Minimum Wages

The Company pays all its employees at least the legal minimum wage applicable in the area concerned.

4. GRIEVANCE REDRESSAL

We have a proper grievance redressal mechanism in place to deal with all kind of harassments in a timely and culturally appropriate manner.

5. REVIEW

This policy shall be reviewed periodically for its suitability and updated as necessary.

Effective Date

April 1, 2024