

HUMAN RIGHTS POLICY : JOHN COCKERILL INDIA LIMITED

John Cockerill India Limited (JCIL) will conduct its business in a manner that respects the rights and dignity of all its direct and indirect employees and stakeholders. JCIL will treat everyone who works for the Company fairly and without discrimination.

JCIL will recognize its responsibility to respect human rights and take precautions for strict adherence to non - complicity in human rights abuses, as stated in the UN Guiding Principles on Business and Human Rights. JCIL believes it is important to empower and protect all personnel within JCIL's control and locus of influence who provide products or services (for JCIL) through a management system based approach.

JCIL will ensure that for those making a career with the Company, career progression is based on objective parameters such as education, skill-set, work experience, personality and other relevant attributes. No distinction will be made based on race, colour, religion, gender, descent, etc. in respect of recruitments and / or career prospects. JCIL will respect cultural, individual and gender diversity.

JCIL will **not** support "forced labour" and will take precautionary steps to avoid working with vendors / clients who operate in such manner. JCIL will seek to make contractual commitments with vendors/ clients that require them to adhere to the same principles contained in this policy. The Company also believes that every child has a right to education, play and rest. JCIL therefore will have "zero tolerance" towards "child labour" and "forced labour". To the best of the knowledge, JCIL will put controls in place to ensure that no breach of policy occurs.

JCIL will comply with all necessary laws and regulations with regards to working hours. The Company will promote a healthy work-life balance for its employees. JCIL will compensate its employees with remuneration that ensures an adequate standard of living. The Company will ensure that the benefit of "Minimum Wages" as mandated by the Government is given to contractual labour by its contractors.

JCIL will continue to provide its employees with a safe and hygienic working environment and working conditions. JCIL's policy is aimed at continuous improvement of health and "zero lost time accident / incident" tolerance. Also, effective steps will be taken on an ongoing basis to further refine existing safe work practices through focus on the twin initiatives of "safety training" and "safety audit," thereby creating an environment wherein good safety practices are nurtured and maintained on an on-going basis."

The Company has in place a policy against sexual harassment in workplace.

John Cockerill India Limited

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JCIL considers its employees as its most important asset. Hence it will provide all its employees with necessary trainings in skill enhancement, behavioral and personal growth and development. The Company will also have a scientific and objective system to gauge, nurture and develop “leadership potential” within its workforce.

JCIL has provisioned security personnel necessary for safety of its employees, workshops and office. The security guards will be posted 24 * 7 to take care of plant, property and employees in all shifts.

JCIL has its business operating globally and there could be countries wherein human rights are compromised. In such case, JCIL will operate in a way such that, knowingly, the company does **not** contribute to any violations of human rights.

JCIL will undertake a “human rights impact assessment” across all its locations on a periodic basis to identify and understand the potential impacts **and** implement management plans to mitigate or eliminate them.

The company has an effective “grievance mechanism” in place and will undertake appropriate remedial action, where required.

This Policy is applicable to all employees and supply chain associates of JCIL. JCIL will report annually to all stakeholders on the implementation of this Policy.