

Human Rights Policy

Shree Cement Limited (hereinafter called as '**SCL**' or '**Shree Cement**' or '**the Company**') believes that upholding the tenets of human rights of its people is necessary in creating long-term value for its business and society. SCL conducts its operations consistent with the applicable local and international frameworks, laws and guidelines governing the human rights. This Human Rights Policy (hereinafter referred to '**the Policy**') outlines the above commitment of Shree Cement.

Scope

The Policy is applicable on all the business activities of the Company including that of its subsidiaries. The Board of Directors and employees of the Company are required to ensure compliance with the provisions of this Policy. All the other stakeholders of the Company such as business partners, joint venture partners, suppliers, customers, community, other external stakeholders etc. are encouraged to comply with principles of the Policy.

Commitment

SCL endeavors to adhere to the following:

- Treat all its stakeholders, both internal and external, with utmost dignity.
- Respect all the stakeholders and do not discriminate based on gender, color, race, caste, language, religion, political or other opinion, origin, property, birth, disability, age, marital status, sexual orientation, economic or social situation, health status.
- Forbid human trafficking that is, using threat or any illegal means to transfer or recruit a person.
- Prohibit forced labor or any form of involuntary labor and child labor.
- Maintain compliance of applicable regulatory requirements concerning human rights principles.
- Being an equal opportunity and equal remuneration employer, not to discriminate among employees or workers for the same value of work.
- Commit to provide a safe, hygienic, and healthy working environment for all its employees and workers. Also, ensure that the working hours are in alignment with applicable laws.
- Conduct human rights due diligence in order to identify, prevent, mitigate, and account for any negative impacts related to human rights, on employees and workers, owing to the activities of our operations. The due diligence shall cover commitments to human rights practices mentioned in this policy.
- Carrying out assessment of business partners, suppliers across the value chain on human rights principles defined under this policy.
- Regular review to ensure adherence to human rights policy commitments by all the employees.
- Communicating policy commitments to all relevant stakeholders (including internal and external), overcoming any barriers (such as language).

Governance structure, Remediation and Addressal Mechanism

The Head of human resources function monitors the effectiveness and reviews the implementation of this Policy, considering its suitability, adequacy and effectiveness. SCL shall conduct trainings and awareness sessions on human rights aspects to enable effective policy implementation.

Version: 01, Policy Owner: Head of Human Resources

Proprietary information of Shree Cement Limited

Any instances of non-compliance can be reported through the grievance mechanism defined in the Stakeholder Engagement Policy of SCL.

Policy Approval

This Policy was approved by the Board of Directors of Shree Cement at its meeting held on 22nd May 2023 and supersedes all prior policies in this matter.
