

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 is firmly committed to respecting all local and internationally recognized human rights, in accordance with the Universal Declaration of Human Rights, the International Labour Organization's Core Conventions, United Nations Guiding Principles on Business and Human Rights 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 and extends to all suppliers, contractors, and business partners within the value chain. The Board of Directors and employees of the Company are required to ensure compliance with the provisions of this 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.
- 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.
- Uphold the right to freedom of association and support right to collective bargaining.
- 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.
- Ensure our permanent workers and employees receive a living wage that meets basic needs and allows for discretionary income, beyond legal minimums.
- Establish and enforce maximum working hours in accordance with applicable laws and actively working to avoid or reduce excessive overtime.
- Provide full compensation for annual leave entitlements, ensuring workers and employees can rest without financial penalty.

- Set minimum consultation and notice periods before any large-scale workforce reductions, to ensure transparency and fairness.
- 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 resource 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.

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 Business Operations Committee of Board of Directors of the Company at its meeting held on 28th August 2025 and shall be reviewed periodically.
