

Shivalik Bimetal Controls Limited

Human Rights Policy

1. OBJECTIVE

1.1. Our vision is to be global leader through sustainable growth, knowledge excellence and exemplary governance practices. The Constitution of India which was adopted by the Constituent Assembly on 26th November, 1949 and came into force on 26th January, 1950 guarantees certain basic human rights in the form of fundamental rights. The six fundamental rights include:

- i) Right to Equality,
- ii) Right to freedom,
- iii) Right against exploitation,
- iv) Right to freedom of Religion,
- v) Cultural and Educational Rights and
- vi) Right to constitutional Remedies.

1.2 These fundamental rights inter alia, draw their inspiration from the principles of Universal Declaration on Human Rights, 1948 (UDHR), also.

2. SCOPE

2.1 This policy applies to Shivalik Bimetal Controls Limited (herein referred to as "The Company"). This policy shall act as an advisory for the independent contractors and business partners, who are associated with the 'Company', to uphold and adopt the principles enshrined in this policy. The Company expects its business partners and contractors to treat their employees, and to interact with communities in ways that respect human rights and adheres to the spirit and intent of our Human Rights Policy.

3. GUIDING PRINCIPLES

- ❖ Equal Opportunity, Non-Discrimination, Diversity and Inclusion
- ❖ Prevention of Harassment
- ❖ Freedom of Association
- ❖ Labour Standards
- ❖ Safe and healthy workplace
- ❖ Prohibition of Child Labour and Forced Labour
- ❖ Right to Privacy
- ❖ Anti-Corruption
- ❖ Local Community / Stakeholder engagement
- ❖ Right to Development

4. COMMITMENT/POLICY FRAMEWORK

4.1 Shivalik endeavours to achieve commitment by:

- Maintaining positive legal compliance with applicable constitutional and regulatory human rights requirements and conforming to Sustainable Business Framework;
- Undertaking an iterative, due diligence process, the focus of which is identifying, assessing and managing potential risks and impacts;
- Promoting awareness of the human rights with employees at various levels of our operations through training and communication;
- Engaging with stakeholders in an inclusive, transparent and culturally appropriate manner on human rights concerns related to our business activities;
- Valuing diversity, equal opportunity and the need to consider the rights of vulnerable groups such as indigenous peoples, women, migrant workers and other minorities;
- Prohibiting all forms of harmful child labour, forced/trafficked labour, discrimination and harassment;
- Prohibiting any contribution to armed conflict or human rights abuses in conflict-affected and high-risk areas.
- Prohibiting interference in any way with the establishment, functioning or administration of workers' organisations or collective bargaining;
- Providing access to remedy by resolving grievances in a timely and culturally appropriate manner;
- Developing goodwill, creating sustainable employment and stimulating economic opportunities in the communities that host our activities;
- Establishing clear accountability by assigning adequate resources and responsibilities for effective management of human rights risks; and
- Continually improving human rights performance by sharing good practices and learnings, setting and reviewing targets, and monitoring, reporting and disclosing performance.

5. GRIEVANCE REDRESSAL

5.1 Appropriate systems and mechanisms with time bound process for redressal, such as Grievance Management System, Safety Committees, Ethics/BRSR Committee, Internal Complaints Committee, Whistle-blower Policy etc. are in place to allow for resolution of the issues raised under this policy. This helps in grievance redressal, maintaining high standards, monitoring and learning for continuous development and in incorporation of new policies and practice, to properly anticipate, respond and sync with changing environment.

6. REVIEW

6.1 This policy shall be reviewed periodically for its suitability and updated as necessary and when any changes are to be incorporated in the policy due to change in applicable law.

Note: This policy was adopted by the Board of Directors of the Company at its meeting held on 07th February, 2024.