



Commitment, Reliability & Quality

## Policy on Human Rights

ITD Cementation recognizes the importance of protection of human rights. We are committed to respecting the human rights of our workforce, communities and those affected by our operations wherever we do business recognized frameworks.

Our commitment entails respecting human rights and seeking to avoid involvement in human rights abuses, identifying, assessing and minimising potential adverse impacts through due diligence and management of issues and resolving grievances of affected stakeholders effectively.

ITD Cementation Policy Statement demonstrates our commitment to supporting and promoting human rights that benefit all our stakeholders including our customers, employees, shareholders, investors, and the communities in which we live and operate (near the vicinity of our project sites).

ITD Cementation India Limited endeavors to achieve our commitment by:

- Maintaining positive legal compliance with applicable constitutional and regulatory human rights requirements;
- Undertaking an iterative due diligence process, the focus of which is identifying, assessing and managing potential risks and impacts;
- Aligning our existing policies, processes and activities with our commitment to respect human rights including those that apply to labour practices, engagement with indigenous people; land acquisition, supply chain and security management;
- 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, freedom of association, equal opportunity and the need to consider the rights of vulnerable groups such as indigenous people, 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;
- Providing access to remedy by resolving grievances in a timely and culturally appropriate manner;
- Influencing our contractors, suppliers and other organisation with whom ITD Cementation has a leverage to adopt our Sustainable Business Framework and to encourage and support the development of equivalent management systems to the extent possible. 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;
- Continually improving human rights performance by sharing good practices and learnings, setting and reviewing targets, and monitoring, reporting and disclosing performance.

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

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