



# **HUMAN RIGHTS POLICY**

Effective from: **April 1, 2025**

First Revision: **August 09, 2022**

Second Revision: **February 13, 2024**

Third Revision: **March 27, 2025**



## HUMAN RIGHTS POLICY

Hindalco recognises the valuable role that our business can play in protection of human rights. We are committed to respect the human rights of our workforce and the communities around our operations.

In line with the UN Guiding principles on Business and Human rights, ILO's declaration on fundamental principles and rights at work, and other internationally accepted standards, our commitment encompasses respecting human rights and seeking to avoid involvement in human rights violations, by identifying, assessing and minimising potential adverse impacts through due diligence and resolving issues & grievances of stakeholders such as employees, local communities and indigenous people surrounding the units, migrant labour and contractual labour, effectively.

We endeavour to achieve our commitment by:

- Maintaining positive legal compliance to applicable regulatory human rights requirements in-line with Hindalco Management Framework (HMF).
- Valuing diversity, equal opportunity and equal remuneration.
- Adhering to the statutory regulation w.r.t. payment of wages that either meet or exceed the minimum standard of living and, where such laws are absent, determining the remuneration to maintain the living requirements based on industry standards, regional cost of living etc. Annual reviews will ensure continued alignment with evolving economic conditions, cost of living indices and industry best practices in determining a living wage.
- Preventing harmful conditions, human trafficking, child labour, forced labour, discrimination and harassment in our operations.
- Prohibiting any contribution to armed conflict or human rights abuses.
- Protecting the data confidentiality of employees and that of customers and suppliers.
- Promoting awareness of human rights among employees through training and communication.
- Providing access to remedy by resolving grievances in a timely and culturally appropriate manner. Hindalco has a Vigil Mechanism and Whistle Blower Policy, under which employees are free to report violations of applicable laws and regulations and Code of Conduct.
- Prohibiting interference in any way with the establishment, functioning or administration of workers' organisations.
- Respect the right of all workers to form and join a trade union of their choice and participate in collective bargaining without fear of intimidation or reprisal, in accordance with national law.
- Undertaking an iterative due diligence process, aimed at identifying, assessing and managing potential human rights related risks and impacts in areas of our control through Hindalco's Human Rights Assessment Framework checklist and integrating the same in the company's comprehensive Enterprise risk management framework, monitoring Human Rights risks to Hindalco on a regular basis.
- Aligning our existing processes and activities with our commitment to respect human rights, as applicable to areas including labour practises, engagement with Indigenous people, in land acquisitions, supply chain and security management.
- Remediation of adverse human rights impacts through legitimate processes.
- Engaging with stakeholders in an inclusive, transparent and culturally appropriate manner on human rights concerns related to our business activities.



- Influencing our contractors, suppliers and other organisations with whom Hindalco has a leverage to align with our commitment to human rights protection.
- Establishing measures to review the impact of actions taken for Human Rights preservation.

This policy shall be made available to all employees, suppliers, customers, Community and other stakeholders, as appropriate.