



RAMKRISHNA FORGINGS LIMITED

HUMAN RIGHTS POLICY

Adopted on	
Current Revision date	30 May, 2025
Authority approving the Policy	Board of Directors



Introduction

Human rights - as defined by the Office of the United Nations High Commissioner for Human Rights - are rights inherent to all human beings, whatever their nationality, place of residence, sex, national or ethnic origin, colour, religion, language, or any other status. All individuals are equally entitled to human rights without discrimination. These rights are all interrelated, interdependent, and indivisible.

Human Rights are directly linked to 90% of the United Nations Sustainable Development Goals. Sustainable development is only possible when fundamental rights and freedoms are available to everyone. Businesses can change livelihoods and therefore have a crucial responsibility to protect, respect and remedy issues linked to human rights.

At Ramakrishna Forgings Limited (RKFL), we have a responsibility to respect human rights, which is independent of the state's duty to protect such rights. We use process and governance to avoid Human Rights infringements. Where we identify that we have caused or contributed to adverse impacts, we address these by providing remedies or cooperating in the remediation process.

RKFL is headquartered in Kolkata, India, with manufacturing facilities in Jamshedpur and Howrah. We also have international offices and warehouses in the United States of America and Mexico. This allows us to engage with a wide range of stakeholders.

This Human Rights Policy outlines RKFL's position in ensuring that all relevant stakeholders – staff, suppliers, customers and the general community, who are impacted by our business operations, are treated with respect and dignity. It provides a framework of common principles that apply to our business practices to ensure that we promote human rights.

RKFL was guided by the following standards and principles when developing this policy:

- United Nations Universal Declaration of Human Rights
- United Nations Guiding Principles on Business and Human Rights
- International Labour Organization Declaration on the Fundamental Principles and Rights at Work
- SA8000 Code of Practices
- The National Human Rights Commission (NHRC)
- SEBIs Business Responsibility & Sustainability Report (BRSR)
- National Guidelines on Responsible Business Conduct (NGRBC)
- Parliament of India, Companies' Act of 2013

Commitment Framework

RKFL is committed to respecting the human rights of all its stakeholders. We uphold our commitment to respect Human Rights through policies, standards, and practices that are detailed below.

Forced Labour: We condemn and forbid the use of forced and bonded labour, or any work extracted under the menace of penalty. As a company, we are opposed to the use of violence or any form of abuse as a method of discipline.

Child Labour: We comply with all applicable labour laws and do not hire or engage with children or young adults below the legal working age.



Workplace Discrimination & Harassment: The company promotes a workplace that is free of disruptive conditions, harassment, violence and any unsafe or illegal practices. We value workplace diversity and condemn discrimination based on race, gender, disability, background, colour, language, indigenous status, political opinion, age or any other discriminating reason. We are committed to maintaining a workplace free from discrimination and harassment. As a firm, we have zero tolerance for sexual harassment including in our supply chain.

RKFL adheres to the following legislations as part of our commitment to promote harassment-free workplace:

- a. Sexual Harassment of Women in the Workplace (Prevention, Prohibition and Redressal) Act (SHWW Act), 2013
- b. Decriminalization of homosexuality and recognition of transgender as a 3rd gender in the landmark judgment by the Supreme Court of India, 2018

Further, we are committed to the career development of our employees. The learning opportunities offered are equal and non-discriminatory.

Our policy on discrimination extends to all our stakeholders. We do not engage with suppliers who do not have an undertaking of non-involvement in Child labour or forced labour. Providing a work environment free from discrimination and harassment is a required standard for suppliers.

Health & Safety: RKFL regularly maintains its business facilities, factories, and plant equipment to prevent any hazards in accordance with the Factory Act of 1948. Our Environment Health and Safety Policy contain processes and procedures for conducting business in a safe, accessible, and environmentally sustainable manner. We have a robust occupational hazard monitoring and review system which encourages employees to highlight any safety concerns in our factory sites.

We ensure that the highest degree of health and safety measures are adopted across our supply chain. Suppliers are encouraged to have accreditations related to environmental, occupational health & safety (ISO 14001 and OHSAS 18001) to ensure a clean and safe working ecosystem. In addition, we require suppliers to identify direct and indirect operations that influence safety features, highlight to their employees, the potential effect of non-compliance with safety features and provide training on safety features.

Fair Remuneration: We adhere to the Minimum Wage Act & law of the land and are committed to compensating employees in a fair and timely manner. We ensure that our Remuneration Policy is fair and regularly reviewed.

We also ensure that all applicable legal wages and mandated benefits and compensation are paid to the employees of our suppliers. Our suppliers are required to provide a guarantee that laws and regulations on the maximum number of working hours and time off will be respected.

Diversity, Equality, and Inclusion: We are committed to and support a diverse workforce across all levels in our organisation. We foster an impartial and transparent work environment and encourage mutual respect for all our stakeholders. Our Diversity, Equality and Inclusion (DEI) policy details the measures taken to ensure DEI across our value chain. We also have a Board Diversity Policy in recognition of the benefits of having a diverse Board.

Our policy ensures that all raw materials are procured from approved indigenous domestic vendors.



Freedom of Association: We respect the rights of employees to assemble, collectively bargain and join legally recognized unions/associations in matters related to their employment without fear of harassment or retaliation. We are open to maintaining a constructive dialogue with representatives of unions that our employees are part of.

We are committed to extending this standard to the employees of our suppliers. Our Supplier Code of Conduct requires that their employees should have the freedom of association and collective bargain, consistent with applicable law.

Applicability of this Policy

This policy applies to all the stakeholders who are directly and indirectly impacted by RKFL's business operations. This includes our staff (permanent and contractual), suppliers, customers and the general community.

Staff

Employees are required to adhere to the RKFL Code of Conduct which sets out rules and practices to conduct business operations respectably and reasonably. Our management ensures non-involvement in human rights abuses.

Suppliers

RKFL is committed to protecting Human Rights across our supply chain. Our Supplier Quality Manual and Supplier Code of Conduct detail the human rights standards that need to be adhered. We have ethically sound screening processes when selecting new suppliers.

Customers

RKFL is conscious that manufacturing and use of our products should not result in the exploitation of natural resources. While serving the needs of the customers, we consider the overall well-being of the customers and that of society. We are committed to ensuring the ethical promotion and advertising of our products that are in line with local regulations. We also ensure that there is no restriction to freedom of choice or competition while designing, promoting, or selling our products.

We have a Quality Policy which outlines our commitment to achieving maximum customer satisfaction.

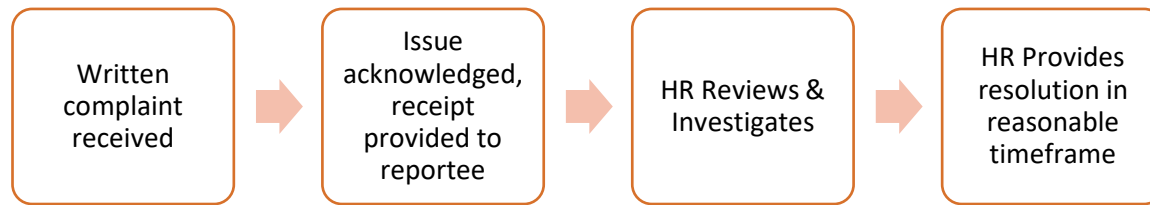
Community

RKFL will adhere to all applicable regulations and will not interfere with or harm the livelihood of local residents while carrying out business operations. Our Corporate Social Responsibility efforts are envisioned to support the needs of our people, their families, and our local communities. We understand the need for promoting education, health, growth, and development of the lower socio-economic sections of society including children and our CSR activities are governed by these principles.

Actions undertaken



To uphold our commitment to respect human rights, a grievance redressal mechanism has been set up to report any violations or suspected violations. All complaints received are tracked and addressed swiftly by the appropriate authorities. The grievance reporting process involves:



RKFL has also published a Whistleblower Policy which allows stakeholders to report concerns regarding illegal and unethical behaviour. No retaliatory action will be taken against any employee or stakeholder for raising concerns under this policy. The functioning of the Whistleblower mechanism is subject to periodic review and all employees including directors are eligible to make protected disclosures under the policy.

Policy Compliance

RKFL follows a “no-compromise” stance on issues related to Human Rights. Infringing on Human Rights or refusing to cooperate will result in disciplinary action up to the termination of the business relationship. Stakeholders are expected to be alert to any Human Rights violations in our direct and indirect operations and report them promptly.

This policy will be reviewed periodically and updated as necessary.

Feedback

Your comments are important to us, and we welcome your feedback on our Human Rights Policy. Please contact us at bhupendra.lodhi@ramkrishnaforgings.com.

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