

BALRAMPUR CHINI MILLS LIMITED



Human Rights Policy



Preamble

BALRAMPUR CHINI MILLS LIMITED (hereinafter referred to as 'BCML' or 'The Company'), recognizes the value that business can play in the promotion of human rights across the workforce, communities, suppliers, and other stakeholders. The company is committed to developing an organizational culture based on a policy that supports human rights and seeks to avoid human rights abuses.

1. Employees and Workers

- To respect the human rights of employees and workers, including prevention of child and forced labour, freedom of association, and the right to engage in collective bargaining.
- To ensure that there is no discrimination due to gender, religion, ethnicity, and disability.
- To work towards building a conducive work environment wherein merit in qualification and performance becomes the sole criteria for selection and performance appraisal.
- To promote human rights policy among all employees & workers at various levels of the organization

BCML understands that employees and workers have important rights that we as an employer must respect.

2. Suppliers and Contractors

- To sensitise our suppliers and contractors towards the company's Human Rights Policy.
- To evaluate supplier performance based on adherence to these standards and monitor their performance wherever appropriate.
- To ensure as far as feasible, that there is no forced, trafficked or slave labour in the company's value chain.

BCML understands that organizations must integrate respect for human rights into their supply chains as it is essential for overall reputation, relationships, and market access.

3. Local Communities

- To respect the cultures, customs, and values of the people in the communities in the areas which the company operates.
- To contribute towards the promotion of human rights by endeavouring to improve economic, environmental, and social conditions
- To serve as a positive influence in communities in which the company operates.

BCML understands that respecting human rights within local communities is essential for sustainable and ethical business practices.

4. Society & Other Stakeholders

- To participate where appropriate in public affairs in a non-partisan and responsible way to promote human rights.



- To play a positive role, within the company's spheres of influence, in capacity-building for the realization of human rights in areas where the company operates.
- To uphold the highest standards in business ethics and integrity and where appropriate, to support efforts of authorities to establish and enforce such standards for all businesses.

BCML understands that collaborative effort ensures that human rights are upheld, and accountability is maintained across the business landscape.

Governance and Review

The company is committed to preventing any human rights violation and ensures compliance with the Policy through an internal mechanism implemented by the Human Resource Department of the Company. All reported violations, complaints and their timely redressal, shall be placed within a year, before the Environmental, Social and Governance Committee, who shall provide Board level oversight to the Policy. All grievances would be solved in a timely manner.

Date of approval by the Board: 29th June, 2024