



## ULTRATECH HUMAN RIGHTS POLICY

UltraTech believes that protection of human rights is an integral part of conducting business. We follow the Aditya Birla Group's philosophy and policy on Human Rights, wherein we are committed to respecting the human rights at our workforce, communities and all those lives we touch, directly or indirectly, by our operations (all manufacturing sites of Grey Cement, White Cement, RMC, BPD, subsidiaries and new projects) and our product and services (including our contractors, supplier, customers, dealers and logistics partner) in line with internationally recognised frameworks including the UNGP, UNGC, ILO, IFC, Social Accountability 8000 International Standard and its associated international instruments.

We respect human rights and do not involve in human rights abuses of any kind. We are committed to identifying, assessing and minimising potential adverse impacts through due diligence and management of issues, and resolving grievances for affected stakeholders effectively.

Every UltraTech site endeavours to achieve our commitment by:

- Maintaining positive legal compliance with applicable constitutional and regulatory human rights requirements and conforming to the Aditya Birla Group Sustainable Business Framework.
- Promoting awareness of the human rights with employees at various levels of our operations through training and communication.
- Developing goodwill, creating sustainable employment and stimulating economic opportunities in the communities that host our activities.
- 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 women, indigenous peoples, women, migrant workers and other minorities.
- Respect the right of all workers to form and join a trade union of their choice without fear of intimidation or reprisal, in accordance with national law.
- Prohibiting all forms of 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.
- Aligning our existing policies, processes and activities with our commitment to respect human rights, including those that apply to labour practices, such as Freedom of Association, right to Collective Bargaining and equal remuneration, engagement with indigenous peoples, land acquisition, supply chain, and security management.
- Mandating our contractors, suppliers and other organisations with whom UltraTech has a leverage to adopt our Sustainable Business Framework guidelines and to encourage and support the development of equivalent management systems.
- Undertaking an iterative, due diligence process as developed by our Human Rights Management System, the focus of which is identifying, assessing and managing potential risks and impacts.
- 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.
- Establishing a sturdy process for addressing adverse human rights impact or violation of human rights across any of our operations via a grievance redressal mechanism.
- Providing access to remedy by resolving grievances in a timely and culturally appropriate manner.

We are committed to working collaboratively with government on human rights issues proactively. Each site under UltraTech (manufacturing, RMC, project locations, offices. etc) shall sign up to this policy or develop an equivalent that shall be implemented throughout its operations.

A blue ink signature of Kailash Jhanwar.

**Kailash Jhanwar**  
**Managing Director**

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