

# Human Rights Policy

Aditya Birla Capital Limited

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**Document Owner, Version Control & Review Process**

Particulars	Details
Version Control	This version dated January 1, 2025 is the ABCL Human Rights Policy of Aditya Birla Capital Ltd. The Policy may be reviewed/modified if warranted by changing regulatory requirements.
Version No.	ABCL/01/04/25/ABCL-005
Document owner(s)	Head – HR Operations and Shared Services
Process for any modification/revision	Any modifications/revisions in this document shall be approved by Head – HR Operations and Shared Services

Circular	Issue Date
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Aditya Birla Capital Limited (“ABCL”) recognizes the valuable role that our business can play in the longer-term protection of human rights. We along with subsidiaries and associates (including all their offices) are committed to respecting the human rights of our workforce, communities and those affected by our operations wherever we do business (including all our contractors and vendors) in line with internationally recognized frameworks.

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

ABCL along with all subsidiaries and associates (including all their offices) endeavors 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;
- 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 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, 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 highrisk areas.
- Prohibiting interference in any way with the establishment, functioning or administration of workers’ organizations or collective bargaining;
- 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;
- Providing access to remedy by resolving grievances in a timely and culturally appropriate manner;
- Influencing our contractors, suppliers, vendors and other organizations with whom ABCL has a leverage to adopt the Aditya Birla Group Sustainable Business Framework and to encourage and support the development of equivalent management systems;
- 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; and
- Continually improving human rights performance by sharing good practices and learnings, setting and reviewing targets, and monitoring, reporting and disclosing performance.

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