



CENTURY ENKA LIMITED

HUMAN RIGHTS POLICY

DOCUMENT CONTROL

Document version

This Policy named as 'Human Rights Policy' is version 1.1.

Preparation/Revision history

Sr. No.	Date of preparation / modification	Version No.	Modified by	Reviewed and approved by
1	09.06.2020	1.0 (Ref: MD/LC/05)	Human Resource Department	Board of Directors
2	18.05.2023	1.1	Human Resource Department	Board of Directors

Issuing Authority

The Human Rights Policy ('this Policy') is approved by the Board of Directors ('the Board') of Century Enka Limited ('the Company').

Author and Responsible Official

This Policy is to be maintained and updated by way of additions, deletions, and modifications, only by the Human Resource Department in consultation with Legal and Secretarial Department. In case of any additions, deletions and modifications, this Policy shall be reviewed by the Managing Director and subsequently approved by the Board.

Whenever this Policy is amended, the version increases by one unit and the version is to be mentioned in the Document Control section.

Applicability and Usage

This Policy is applicable to each site of the Company viz. manufacturing, project locations, offices etc.

INTRODUCTION

The Company believes that protection of human rights is an integral part of conducting business. 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, projects and offices) and our product and services (including our contractors, suppliers, 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. We are committed to working collaboratively with government on human rights issues proactively.

ENDEAVOURS TO ACHIEVE OUR COMMITMENT

We endeavour to achieve our commitment by:

- Maintaining legal compliance with applicable constitutional and regulatory human rights requirements.
- 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 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 laws;
- 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 the Company has a leverage to adopt our Sustainable Business Policy/ 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;
- 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.

DISSEMINATION

This Policy shall be hosted on the website of the Company for accessibility to stakeholders of the Company and reference or web-link of this Policy, may be disclosed in the Annual Report & other reports of the Company.

INTERPRETATION OR MODIFICATION

The Board of the Company shall have authority to amend or modify this Policy to align with any amendments made to the SEBI Regulations, the Companies Act, 2013, National & International conventions/directives/principles/standards or such other circulars, guidelines, standards or regulations issued by any statutory or regulatory authority or as and when deemed fit.

In the event of inconsistency of this Policy with any statutory provisions, then the relevant provisions of such applicable law shall prevail upon the provisions of this Policy.