

## **ORIENT CEMENT LIMITED HUMAN RIGHTS POLICY**

Respect for human rights is fundamental to the sustainability of the Company and the communities in which we operate. We at Orient Cement believe that business can flourish in societies where human rights are protected and respected. We recognise that business has the responsibility to respect human rights and the ability to contribute to positive human rights impacts.

The Company is committed to respecting the human rights of our workforce, communities and those affected by our operations wherever we do business (including our contractors and suppliers) in line with internationally recognised frameworks.

In our Company and across our system, we are committed to ensuring that people are treated with dignity and respect. Our commitment entails respecting human rights and seeking to avoid involvement in human rights abuses, identifying, assessing and minimising potential adverse impacts through due diligence and management of issues, and resolving grievances from affected stakeholders effectively.

The Company endeavours to achieve its commitment by:

- Ensuring legal compliance with applicable constitutional and regulatory human rights requirements and conforming to the Orient Cement's Code of Conduct;
- Undertaking an iterative, due diligence process, the focus of which is identifying, assessing and managing potential risks and impacts and establish clear accountability by assigning adequate resources and responsibility for effective management of human rights risks;
- Aligning our existing policies, processes and activities with our commitment to respect human rights, including those that apply to labour practices, engagement with native customers/vendors/people around our operations; land acquisition, supply chain, and security management;
- Promoting awareness of the 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 native people around our operations, women, migrant workers and other minorities;
- Prohibiting all forms of harmful child labour, forced / trafficked labour, discrimination and harassment;
- Providing access to remedy by resolving grievances in a timely and culturally appropriate manner;
- Developing goodwill, creating sustainable employment and stimulating economic opportunities in the communities that host our activities;
- Continually improving human rights performance by sharing good practices and learnings, setting and reviewing targets, and monitoring, reporting and disclosing performance.

This policy shall be reviewed periodically for its suitability and updated as necessary.