

Jindal Shadeed Iron & Steel LLC Policy on Human Rights

1. JSIS commitment to Human Rights

This policy sets the responsibilities and commitments of JSIS towards protecting the human rights of its employees, workers, and other key stakeholders involved in its operations and business activities. This policy will be applicable to all departments / functions of JSIS and mandatory for all employees to abide by it in their day to day activities.

2. JSIS's Principles for Protecting Human Rights

I. JSIS Human Rights Principles towards Employees:

- Equal Opportunity:** JSIS provides equal opportunity to each and every individual of the same skill set. We do not accept any discrimination on the basis of race, color, gender, age, religion, ethnicity, nationality, disability, social origin, except by way of compliance with preferential order established if any by law or policy mandated by Government of Oman is applicable in the geographical area of its operations. Equal opportunity is also an essential part of Group Core Values outlined by the Human Resource Department.
- Abolition of Child Labor:** JSIS strictly rejects the employment of children aged below 18 years of age in company roll or by any contractor agency.
- Rejection of Forced or Compulsory Labor:** JSIS rejects the use of any forced or compulsory labor. JSIS does not accept any material gains to commence an employment relationship or to retain a worker against their will.
- Eliminating Harassment:** JSIS rejects any form of harassment; physical, verbal, sexual or psychological abuse; threats; or intimidation in the workplace.
- Health, Safety and Security:** JSIS provides healthy, safe and secure environment to each and every individual working at its workplace.
- Work-Life Balance:** JSIS understands the requirement of work life balance for its employees. JSIS offers to spend quality time with family.
- Skill Development:** JSIS recognizes the need of skill development of its employees and is committed to arrange training programs regularly for updating skills of employees.

II. JSIS Human Rights Principles towards Local Communities and Society

- Culture, Customs and Values:** JSIS will respect culture, customs and values of the people in the communities and will contribute within JSIS scope and capabilities.
- Safety:** JSIS is duty bound to protect life, liberty, and property of the employees, customers, suppliers, while on its premises and ensures the provision of security in our operations is in accordance with laws, as applicable and necessary. JSIS uses force only to defend and protect its stakeholders and property when necessary and proportionate to the threat.
- Integrity:** JSIS endeavors to uphold the highest standards in business ethics and integrity for all business relationships. Integrity is also part of JSPL Group Core Values established by the Human Resource Department.



- d) **Indigenous People:** JSIS respect the rights and culture of indigenous people and communities.
- e) **Communication:** JSIS ensures that all its commercial communications are non-discriminatory and does not affect any section of society adversely.

3. Implementation and Monitoring of JSIS Human Rights Policy

- a) JSIS allocates appropriate budget to the related functions.
- b) JSIS has established an Employee Discipline Policy for all complaints related to violation of Human Rights.
- c) JSIS organizes behavioral training sessions for employees and where required JSIS organizes special training sessions for employees of department related to Human Rights such as HR, CSR, Liaison, Contract, Administration, Safety and Marketing.
- d) All harassment related violations are considered by JSIS and breach of Group Code of Conduct and necessary action is taken accordingly.
- e) To monitor overtime working habits, JSIS seeks explanation from person concerned and his/her reporting manager.
- f) Whenever any employee identifies any violation to this policy, she/ he can report the same to Grievance Redressal Committee.
- g) For monitoring the implementation of JSIS Human Rights Policy, the performance related to the commitments made in this policy will be reported in JSIS meeting time to time.



Approved
Head – HSSE & HRAD



Approved
Plant Head - JSIS

