

Title: APAR Human Rights Policy
Released by : Head HR
Date of Issue: December 1, 2022
Policy No. : APAR/POL/08
Version: 01/2022



Human Rights Policy

1. Objective :

This policy lays down the guidelines to respect 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.

2. Scope :

This policy applies to all employees across all Divisions and locations.

3. Guidelines :

APAR's commitment encompasses respecting human rights and shunning involvement in human rights abuses in every manner. This is ensured by identifying, assessing and minimizing potential adverse impacts through due diligence and management of issues and resolving grievances of affected stakeholders, effectively.

APAR endeavours to achieve its commitment by:

- Maintaining positive legal compliance with applicable constitutional and regulatory human rights requirements and conforming to the APAR sustainable business philosophy.
- 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 peoples; land purchase, supply chain, and security management.
- Promoting awareness of the human rights of 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 peoples, women, migrant workers and other minorities.

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- 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.
- Respect the right of all workers to form and join an organisation 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 and other organisations with whom APAR has a leverage to adopt our sustainable business philosophy 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.

Process Owner: HR



Kushal N Desai
Chairman & Managing Director

