

POLICY NO: BALCO/POLICY/05

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In Balco, we are committed to the principles of sustainable development including protecting human life, health and environment, ensuring social well-being and adding value to the communities in which we operate. Upholding people's fundamental rights is central to our everyday business operations. We will manage our businesses in a fair and suitable manner, meeting our social responsibilities as a direct and indirect employer and we will respect the human rights of/ in all our stakeholders.

Balco strives to:

- ❖ Uphold labour and human rights aligned with national and international regulations;
- ❖ Ensure remuneration that meets or exceeds legally required wages and will not tolerate any form of forced, compulsory or child labour, human trafficking, modern slavery directly or through contracted labour. We recognize and respect employee rights to associate freely and to collective bargaining. We uphold fair working conditions as guided by national and international conventions;
- ❖ Be an equal opportunity employer and all employees will be treated with respect and dignity and judged solely on their performance irrespective of their race, religion, caste, gender, age, disability, HIV/AIDS status, and any other characteristic;
- ❖ Respect, preserve and promote the culture and heritage of the local communities including indigenous communities and socially vulnerable groups and seek broad-based support for our operations;
- ❖ Respect the social, economic, cultural and human rights of communities and will regularly communicate social performance in an accurate, transparent and timely manner;
- ❖ Work with government agencies to develop a common understanding and agreement to protect human rights in the event of any unforeseen situation. We will ensure protection of our people, equipment and assets.

Balco will measure and report progress against this policy and review performance on a periodic basis to ensure ongoing management of human rights. The content and implementation of this policy will be reviewed periodically and actions taken accordingly including the sharing of good practices throughout the organization.



VIKAS SHARMA
CEO & DIRECTOR, BALCO