

### **Human Rights clause in Business Partner contracts**

Vedanta expects its business partners to adhere to the specific requirements of the Human Rights Policy of the Vedanta group and to apply these expectations in dealing with their respective supply chains.

The Business Partner warrants and represents that it will strive to abide by below mentioned requirements, at a minimum,:

- To Uphold human rights aligned with national and international regulations as applicable including compliance with international labour law or the country of operation whichever is stringent, on working hours, payment of fair and reasonable remuneration, respect the right to form and join trade unions and bargain collectively and all legally mandated benefits.
- Under no circumstances use, or in any other way benefit, from forced labour (indentured servitude, bonded, prison or otherwise), or child labour.
- To be an equal opportunity employer and there shall be no discrimination in hiring or employment practices on the grounds of race, caste, colour, religion, gender, age, physical ability, sexual orientation, or union or political affiliation.
- Provide a safe and healthy working environment, including as applicable safe housing conditions, presenting no immediate hazards. As minimum, clean water, sanitation, essential safety equipment, emergency exits and medical care must be provided.
- Comply with all applicable legal environment requirements including permits and registrations, implementation of sound measures to prevent pollution and minimise generation of solid waste, wastewater and air emissions must be adopted. Business partner will ensure the implementation of international certification of Environment, Health & Safety, and Social Responsibility in stipulated time frame and demonstration of continual improvement.

Vedanta expects its business partners to adhere to the above specific requirements including the Policy requirements, updated from time to time, and to apply these expectations in dealing with their respective supply chains. Vedanta recognizes that there are differences in the business partner(s) base in terms of their scale, scope and operations. Hence, the aspects of discussions and review on the progress and auditing of the partner's facility to ascertain the compliance will vary both in terms of timing and areas of focus.

The Business Partner acknowledges that Vedanta will require documentary proof of compliance with the above clauses and the Policy including appropriate complaints procedure to deal with any breaches of such policy and reserve the right, upon reasonable notice (unless inspection is for cause, in which case no notice is necessary) to carry out audit and/or site visits to monitor compliance.

The Business Partner agrees to work with Vedanta to identify issues that do not match Vedanta's expectations in addressing any gaps identified. The Business Partner agrees that notwithstanding anything agreed otherwise, Vedanta has the right to disengage from the *agreement* in case it is not able to meet with the above requirements of the Human Rights Policy or in case of any lack of commitment to an improvement program.

The content and robustness of implementation of the Human Rights Policy will be reviewed periodically and in case of any amendment thereof, the same shall be available online at <http://www.balcoindia.com/> and you agree to abide by the updated terms thereof , in addition to the requirement mentioned here.