GODAWARI POWER AND ISPAT LIMITED
CIN: L27106CT1999PLC013756
HUMAN RIGHTS POLICY

Godawari Power & Ispat Limited (GPIL) is committed to upholding and promoting the principles of human rights in all its operations within the Group. We recognize that respect for human rights is essential for sustainable business success and social development. This Human Rights Policy outlines our commitment to respecting and safeguarding human rights and serves as a guiding framework for our employees, partners, and stakeholders.

Principles:

1. **Constitution of India:** We are dedicated to upholding the principles enshrined in the Constitution of India, including equality before the law, freedom of speech and expression, and the prohibition of discrimination on grounds of religion, race, caste, sex, or place of birth.

2. **Non-Discrimination:** We do not tolerate discrimination on the basis of caste, religion, gender, ethnicity, disability, sexual orientation, or any other protected characteristic. We provide equal opportunities and fair treatment to all employees and stakeholders.

3. **Labor Rights:** We respect and uphold the rights of workers in accordance with Indian labor laws. This includes fair wages, safe working conditions, freedom of association, and adherence to regulations prohibiting child labor and forced labor.

4. **Supply Chair Responsibility:** We expect our suppliers and business partners to adhere to the same high standards of human rights as we do.

5. **Community Engagement:** We engage with the local communities in which we operate to understand and address any potential human rights impacts of our activities. We aim to be a responsible and respectful corporate citizen.

6. **Conflict Free Operations:** We commit to conducting our business in a manner that does not contribute to or support conflicts. We ensure that our supply chain is free from the use of conflict minerals or any materials that involves conflicts.

Responsibilities:

- Senior management is responsible for ensuring the implementation and oversight of this Human Rights Policy. They provide leadership and allocate necessary resources to meet our human rights commitments.

- All employees are expected to be aware of and adhere to this policy. They are encouraged to report any concerns or violations through established reporting channels.

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- We engage with all stakeholders, including customers, suppliers, and investors, to promote and support human rights principles in our business relationships.

Implementation:
- We conduct need based human rights due diligence to identify, prevent, and mitigate potential human rights risks and impacts associated with our operations.
- We provide training and awareness programs to our employees and relevant stakeholders on human rights issues and our commitment to human rights within the country.
- We regularly review and update our Human Rights Policy to ensure it remains relevant and effective in addressing emerging human rights challenges.

Reporting:
We are committed to transparency and will report on our human rights performance regularly. Reports may include information on actions taken to address human rights issues, progress, and challenges encountered in upholding this policy within the country.

Supplementary Documents:
The Human Rights Policy should be read in conjunction with other related policies and guidance documents, such as the Code of Conduct, Anti Sexual Harassment Policy and the Whistle-Blower Policy.

Conclusion:
At GPIL, we consider the promotion and protection of human rights as fundamental to our purpose and values. We pledge to continuously improve our efforts to respect and uphold human rights within the Group and to contribute positively to the society. This Human Rights Policy serves as a testament to our commitment to human rights and social responsibility.

B.L. AGRAWAL,
MANAGING DIRECTOR

Dated 03th November, 2023

Version. 1. Approved by Board on 03.11.2023