



where **Passion**  
meets **Performance**

## **Human Rights Policy**

Our organization recognizes the valuable role that business can play in the long term protection of human rights. Our organisation is committed to respecting the human rights of our workers, communities and those effected by our organisation wherever we do business (including our contractors and suppliers) in line with internationally recognised framework.

Our commitment entails promoting well-being of our employees, respecting human rights and seeking to avoid involvement in human rights abuses, identifying, assessing and minimizing potential adverse impacts through due diligence and management of issues, and resolving grievances of impacted stakeholders effectively.

Our company endeavours to achieve our commitment by:

Maintaining positive legal compliance with applicable constitutional and regulatory human rights requirements the Company's sustainability framework:

- 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 people; land acquisition, supply chain and security management
- Promoting awareness of the human rights with 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 people, women, migrant workers and other minorities
- Prohibits all forms of harmful child labour, forced/trafficked labour, discrimination and harassment
- Providing access to remedy by resolving grievances in timely and culturally appropriate manner
- Influencing our contractors, suppliers and other organisations with whom our organisation has a leverage to adopt our sustainability framework and to encourage and support the development of equivalent management systems;
- Developing goodwill, creating sustainability employment and stimulating economic opportunities in the communities that host our activities
- Establishing clear accountability by assigning adequate resources and responsibilities for the effective management of human rights risks;
- Continually improving human rights performance by sharing good practices and learning, setting and reviewing targets and monitoring, reporting and disclosing performance.

Policy adopted on 17<sup>th</sup> March 2022



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## **DISCLOSURE**

This Policy shall be disclosed on the Company's website at [www.pclindia.in](http://www.pclindia.in). Web link thereto shall be provided in the prescribed reports under Companies Act 2013 or SEBI (Listing Obligations and Disclosure Requirements) Regulations 2015.

## **AMENDMENT AND UPDATES**

The Board shall have the power, subject to applicable laws, to amend any of the provisions of this Policy, substitute any of the provisions with a new provision or replace this Policy entirely with a new Policy. The Company Secretary being the Compliance Officer is also authorized to make amendment in this policy, where there are any statutory changes necessitating the amendment in the policy. The Board may also establish further rules and procedures, from time to time, to give effect to the intent of this Policy and further the objective of good corporate governance.

Sd/-

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Yatin S. Shah  
Chairman and Managing Director

Policy adopted on 17<sup>th</sup> March 2022