

	HR POLICY MANUAL		Doc. No.	JBMA-HR-06-09
	Group Level	Legal Entity	Rev No.	02
	√	JBM Auto Limited (includes its Subsidiaries/JV)	Rev Date	31 st July 2024
	Human Rights Policy		Rev Frequency	As & When Required
			Doc Owner	Group Corporate HR
Approved By			Group Corp. HR Head	

1. OBJECTIVE:

JBM Auto Limited (hereinafter referred to as ‘JBM Auto’ or ‘The Company’), recognizes the value that business can play in the protection of human rights across the workforce, s, suppliers, and other business associates. The company is committed to developing an organizational culture based on a policy that supports human rights and seeks to avoid human rights abuses. The company supports the human rights principles contained within the ILO Core Conventions on Labour Standards.

2. APPLICABILITY:

2.1 Employees

To respect the human rights of employees, including non-discrimination, prohibition of child and forced labour, freedom of association and the right to engage in collective bargaining. The company strives to ensure that there is no discrimination or harassment due to gender, religion, ethnicity and disability. We continuously work towards building a conducive work environment wherein merit in qualification and performance becomes the sole criteria for selection and performance appraisal and the work environment is free from all forms of harassment - physical, verbal, psychological, sexual etc.

Human rights policy would be promoted among all employees & workers at various levels of the organization through training and communications.

2.2 Suppliers and Contractors

To evaluate and select suppliers and contractors while considering the company’s Human Rights Policy and to monitor their performance wherever appropriate. To ensure as far as feasible, that there is no child, forced, trafficked or slave labour in the company’s value chain.

2.3 Local Communities

- To respect the cultures, customs and values of the people in communities in which the company operates.
- To contribute towards the fulfilment of human rights by improving economic, environmental and social conditions and serve as a positive influence in communities in which the company operates.
- To have an open dialogue with stakeholders and participate in community engagement activities.

2.4 Society

- To participate where appropriate in public affairs in a non-partisan and responsible way so as to promote internationally recognized human rights.
- To play a positive role, within the company’s spheres of influence, in capacity-building for the realization of human rights in areas where the company operates.
- To promote the realization of environmental sustainability and development through core business and through participation in other multi-stakeholder activities where appropriate.
- To uphold the highest standards in business ethics and integrity and where appropriate, to support efforts of national and international authorities to establish and enforce such standards for all businesses.

3. JBM Auto Limited's Human Rights Statement:

The company is committed to developing an organizational culture that implements a policy of support for the internationally recognized human rights contained within the Universal Declaration of Human Rights and seeks to avoid complicity in human rights abuses.

JBM Auto Limited's commitment to the realization of human rights is set out in its Human Rights Policy. Key human rights issues are embedded in internal risk assessment processes and guidelines, as well as being addressed explicitly in other documents like Supply Chain Policy / Supplier Code of Conduct.

4. Grievance Redressal Mechanism:

The company is committed to preventing any human rights violation and ensures compliance of the Policy through a mechanism implemented by the HR Department. The company would undertake an iterative due diligence process for identifying, accessing, and mitigating potential risks and impacts. All grievances would be solved in a timely manner.