

HUMAN RIGHTS POLICY

At Vedanta, we are committed to the principles of sustainable development including protecting and respecting human dignity. We will conduct our business in a fair and equitable manner, meeting our social responsibilities as a direct and indirect employer and we will respect the human rights of all our stakeholders, in alignment with the United Nations Declaration on Human Rights.

ESL Steel Limited will:

- Be compliant with labor laws of the country in which we operate and ensure that our employees and business partners (contractors) are fairly and reasonably paid and the remuneration structure is compliant with statutory obligations of the jurisdictions in which we operate.
- Promote fair working conditions and uphold human rights aligned with national regulations and international expectations and conventions.
- Do our utmost to avoid being complicit in adverse human rights impacts, including benefitting from the human rights violations caused by others.
- Include human rights-related requirements within contractual arrangements with business partners and host governments.
- Conduct human rights due diligence into relevant business processes and before undertaking new acquisitions, activities or contractual engagements.
- Have zero tolerance for any form of forced, compulsory or child labor either directly or through contracted labor. Recognize and respect employee rights to associate freely and to collective bargaining.
- Be an equal opportunity employer and treat all employees with respect and dignity and judged solely on their performance irrespective of their race, religion, caste, gender, sexual orientation, age or disability.
- Respect and preserve the culture and heritage of local communities including socially vulnerable groups that may be impacted by our operations and work towards developing a constructive relationship with such groups.
- Work with government agencies to develop a common understanding and agreement to protect human rights in the event of any unforeseen situation while protecting our people, equipment and assets.
- Ensure to treat all employees without any non-discrimination and respect their dignity, judge solely on their performance irrespective of their race, religion, caste, nationality, ethnicity, gender, age, disability, sexual orientation, HIV/AIDS status, and any other characteristic.

This policy is part of the Vedanta Sustainability Framework & shall implement this policy and its related technical and performance standards. We will measure and report performance on a periodic basis to ensure on-going management of Human Rights. The content and implementation of this policy will be reviewed periodically.