



HUMAN RIGHTS POLICY

Title	Human Rights Policy
Version Number	2
Effective Date	1 st May 2023
Authorised By	President & Director
Number of Revisions	1
Last Revised Date	16 th May 2018

We at JK Lakshmi Cement Ltd. upholds “Human Rights” relating to life, liberty, equality, and dignity of the individual as enshrined in our constitution of India. The Company recognizes the valuable role that business can play in the long-term protection of human rights. We are committed to respecting the human rights of our workforce, communities and those affected by our operations wherever we do business (including our contractors and suppliers) in line with recognized frameworks.

We honour individuality of all employees and strive to adhere to the fundamental human rights.

The Company is committed to:

- 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 from affected stakeholders effectively.
- Maintaining positive legal compliance with applicable constitutional and regulatory human rights requirements and undertaking an interactive, 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 peoples, land acquisition, supply chain and security management.



Admn. Office: Nehru House, 4, Bahadur Shah Zafar Marg, New Delhi 110 002; Phone: 33001142 / 33001112; Fax: 91-011-23722251/ 23722021;

E-Mail: jklc.customercare@jkmail.com; Website: www.jklakshmi.com, C I N L74999RJ1938PLC019511

Regd. & Works Office: Jaykaypuram, Distt. Sirohi, Rajasthan; Phone: 02971-244409/ 244410; Fax: 02971-244417; E-Mail: lakshmi_cement@lc.jkmail.com



- Promoting awareness of 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.
- Protecting diversity, equal opportunity and the need to consider the rights of vulnerable groups such as indigenous peoples, women, migrant workers and other minorities.
- Prohibiting all forms of harmful child labour, forced/ trafficked labour, discrimination, and harassment.
- All employees shall practice business ethics and professional code of conduct of the Company.
- There is no discrimination in hiring process and the employees are given equal opportunity for growth and development. There is no discrimination to any employee based on race, religion, region, beliefs, gender, and nationality.
- All employees have right to freedom of professional expression and suggestions.
- All employees have right to freedom to practice their religion and professional endeavors.
- All employees must live with social dignity.

This policy shall be reviewed periodically for its suitability and updated as necessary.

Date: 01/05/2023

Place: New Delhi

Arun Shukla
(President & Director)

