

HUMAN RIGHTS POLICY

We are committed to the principles of sustainable development including protecting human life, health and environment provisioning of employment and business partner opportunities; promoting social well-being and adding value to the communities, near to the area where we operate. We conduct our business in a fair and equitable manner, meeting our social responsibilities as a direct and indirect employer. We are committed to respect the human rights of all our stakeholders including employees, contractor workforce, business partners, suppliers and communities including of socially vulnerable groups such as indigenous people; women; national or ethnic, religious, and linguistic minorities; children; LGBTQ people, people with disabilities. This policy is applicable to all VGCB employees, business partners, suppliers and others with whom VGCB does business.

VGCB will strive to:

- Be compliant with national regulatory requirements regarding human rights, labor practices and in all jurisdictions in which we operate. Develop systems to identify, manage, and mitigate risks and adverse impacts on direct and indirect workforce, communities, and environment.
- Avoid complicity with parties violating principles such as United Nations Declaration on Human Rights, UN Guiding Principles of Business and Human Rights (the "Ruggie Principles"), Universal Declaration of Human Rights (UDHR), and ILO.
- Promote a culture of respect by raising awareness on human rights, amongst employees, communities, business partners and relevant stakeholders.
- Actively encourage value chain partners and suppliers to align with this policy and manage human rights impacts. Ensure a fair and effective grievance mechanism accessible to all stakeholders.

Our commitment towards employees and contractual workers

- Have zero tolerance for any form of forced, compulsory or child labor, as well as human trafficked labor working within business relationships of the supply chain.
- Promote fair, safe, and healthy working conditions as guided by the ILO Declaration on Fundamental Principles and Rights to Work.
- Be an equal opportunity employer and ensure that all our employees are provided sufficient leaves and working hours do not exceed beyond the regulatory requirements.
- Ensure that all employees and contractor workforce are fairly and equitably paid, the remuneration structure is compliant with statutory obligations of the jurisdiction in which we operate.
- Hire competent employees, with preference to local employment as far as possible.
- Ensure relevant and appropriate training opportunities are made available for the employees and the contractor workforce for a continuous professional development.
- Ensure non-discrimination and treat all employees with respect and dignity and 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.
- Do no harm to life and ensure physical and psychological safety, freedom and well-being of our employees, communities, and other relevant stakeholders. Respect individuals' privacy and complying with applicable laws on collection, storage, use, retention, transfer, and deletion of personal information.

Our commitment towards local communities

- Respect and preserve the cultural lifestyle and heritage of the local communities.
- Engage with the local community to understand their priorities and concerns and informing them of operations that might affect them in an accurate, transparent, culturally appropriate and timely manner.
- Avoid and minimize physical and economic displacement of people as much as possible by adopting appropriate practices.

This policy is in line with Vedanta Sustainability Framework and VGCB shall implement this policy. I will be accountable for controlling and setting the policy and the VGCB Employees are responsible for the full implementation of the policy and associated standards. The Head-ESG will review this policy annually and recommend appropriate revisions as may deem necessary.



C Sateesh Kumar,

CEO & Whole Time Director,

Vizag General Cargo Berth Pvt. Ltd.

Visakhapatnam

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