



HUMAN RIGHTS POLICY

We at NRB ensure our commitment to respect the human rights of our workforce and the communities around our operations.

The policy is applicable to all the business locations, communities, suppliers and partners.

Our commitment to respect human rights of individuals and communities at large is reflected in our complete business operations and is integrated in our company policies and processes.

In line with the UN Guiding principles on Business and Human rights, ILO's declaration on fundamental principles and rights at work, and other internationally accepted standards, our commitment encompasses respecting human rights and seeking to avoid involvement in human rights violations, by identifying, assessing and minimizing potential adverse impacts through due diligence and resolving issues & grievances of stakeholders such as employees and local communities effectively.

We strive to achieve our commitment by:

- Maintaining positive legal compliance to applicable regulatory human rights requirement.
- Valuing diversity, equal opportunity, and equal remuneration.
- Providing equal pay for employees who perform work of equal value, regardless of gender, race, ethnicity, religion, age, or any other characteristic protected by law.
- Preventing harmful conditions, human trafficking, forced labour, discrimination, and harassment in our operations.
- Commitment to find practical, meaningful, and culturally appropriate responses to support the elimination of practices of employing child labour.
- Prohibiting any contribution to armed conflict or human rights abuses.
- Protecting the data confidentiality of employees and that of customers and suppliers.
- Promoting awareness of human rights among employees through training and communication.
- Respect the right of all workmen to form and join a trade union of their choice and participate in collective bargaining without fear of intimidation or reprisal, in accordance with national law.



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- Aligning our existing processes and activities with our commitment to respect human rights, as applicable to areas including labor practices, engagement with indigenous peoples, in land acquisitions, supply chain and security management.
- Remediation of adverse human rights impacts through legitimate processes.
- Engaging with stakeholders in an inclusive, transparent, and culturally appropriate manner on human rights concerns related to our business activities.
- Influencing our contractors, suppliers, and other organizations with whom NRB Bearings Limited has a leverage to align with our commitment to human rights protection.
- Providing access to remedy by resolving grievances in a timely and culturally appropriate manner. NRB Bearings has a Whistle Blower Policy, under which employees are free to report violations of applicable laws and regulations and Code of Conduct.
- Establishing measures to review the impact of actions taken for Human rights preservation.

GRIEVANCE REDRESSAL MECHANISM - *As per the Grievance Handling Policy*

'Any incident of violation can be reported to immediate supervisor or supervisor's boss and a HR representative.'

Amendment Record:

| Revision no. | Revision Date | Details of Change | Approved By |
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