



HUMAN RIGHTS POLICY

1. INTRODUCTION

Sutlej Textiles and Industries Limited (“Sutlej” / “the Company”) has created a culture where human rights and values are respected and upheld. The Company is committed to support elimination of unfair labour practices like child labour, forced labour and any form of discrimination.

Sutlej is guided by the fundamental principles of upholding human rights, such as those enumerated in the United Nations Guiding Principles on Business and Human Rights, International Labour Organization declaration on Fundamental Principles and Right at Work, the Universal Declaration of Human Rights and principles of National Guidelines on Responsible Business Conduct (NGRBC) of the Ministry of Corporate Affairs and other allied conventions.

Sutlej has always endorsed the spirit of human rights and created a culture where human rights are respected and upheld. Sutlej respects and supports the dignity, well-being and human rights of all stakeholders and is committed to developing a culture which inculcates respect and support for Human Rights and seeks to avoid connivance in Human Rights abuses.

2. SCOPE

The Human Rights Policy (“the Policy”) is applicable to Sutlej’s Board of Directors, management, employees, trainees and persons who are not employees but authorized to act on behalf of or represent the Company.

Sutlej also encourages its key stakeholders throughout the value chain to adopt strong human rights standards in-line with the Universal Declaration of Human Rights as a part of their conduct.

3. HUMAN RIGHTS ASPECTS

Sutlej is committed in respecting human rights and avoiding involvement in human rights abuses; and identifying, assessing and minimising potential adverse impacts and resolving grievances.

Sutlej endeavours to achieve its commitment by:

- Maintaining positive legal compliance to applicable regulatory human rights requirements;
- Respecting human rights across all jurisdictions where it operates, identifying and preventing human rights violations in any form, and mitigating related impacts;
- Valuing diversity, equal opportunity and equal remuneration;
- Preventing harmful conditions, human trafficking, child labour, forced labour, discrimination and harassment in our operations;
- Protecting its employees and stakeholders from all forms of discrimination, bullying and harassment;
- Promoting awareness of human rights among employees through training and communication;
- Providing access to remedy by resolving grievances in a timely and culturally appropriate manner;
- Prohibiting interference in any way with the establishment, functioning or administration of workers' organisations;
- Respect the right of all workers to form and join (or not to join) an association or trade union of their choice and participate in collective bargaining without fear of intimidation or reprisal, in compliance with national laws; and
- Developing goodwill, creating sustainable employment and stimulating economic opportunities in communities around our areas of operations.

5. General

- The responsibility for implementation of the Policy shall lie with Head - HR at Corporate Office and Head - IR at respective Plant level.
- The Policy shall be published on Sutlej's website.
- The Board of Directors of Sutlej are empowered and authorised to interpret, clarify, revise, amend / modify or discontinue any or all the provisions of this Policy in accordance with Govt. of India guidelines issued from time to time.
