PUBLIC DISCLOSURE

Human Rights Due Diligence Report

FY 2025-26 | Implementation status as of 30 May 2026



Our approach

Raviraj Foils seeks to identify, prevent, mitigate, track and communicate adverse human-rights impacts connected with its operations and relevant business relationships, while enabling remedy where harm is identified.

Prepared by	**Mahendrasinh Chavda – GM Operations**
Approved by	**Anantsinh Vaghela – Director**
Release date	**31 May 2026**

LEADERSHIP COMMITMENT

Management statement

Respect for human dignity is a fundamental expectation in the way Raviraj Foils manages employment, contractor relationships and day-to-day operations. Our human rights due diligence process is designed to focus first on people who could experience the most severe harm, particularly contract, migrant, young and other potentially vulnerable workers.

During the FY 2025-26 due diligence cycle, Raviraj Foils strengthened controls for age verification, recruitment practices, voluntary employment, document retention, wage payment, grievance access, worker consultation, training, contractor oversight and remediation. The process was completed through risk and impact assessment, worker engagement, control testing, internal audit, corrective action and management review.

No confirmed case of child labour, forced or compulsory labour, or human trafficking was identified in the records, interviews and samples reviewed in this cycle. This finding does not mean that risk is absent. We therefore continue to maintain preventive controls, worker voice mechanisms and periodic monitoring, with particular attention to recruitment channels and contract/migrant workers.

Public disclosure principle

This report communicates our due diligence process and selected outcomes without disclosing personal worker data. It is a management disclosure and is not an independent assurance statement.

Mahendrasinh Chavda	GM Operations | Prepared by
Anantsinh Vaghela	Director | Approved by

2025-26 DUE DILIGENCE CYCLE

At a glance

0 **confirmed child labour incidents** FY 2023-24 to FY 2025-26	**0** **confirmed forced / compulsory labour incidents** FY 2023-24 to FY 2025-26	**0** **confirmed human trafficking incidents** FY 2023-24 to FY 2025-26
100% **new hires age-verified** FY 2025-26	**96%** **human rights training coverage** FY 2025-26	**100%** **key contractors human-rights reviewed** FY 2025-26
86% **grievance-channel awareness** FY 2025-26 KPI	**100%** **human-rights CAPA closed on time** FY 2025-26	**28** **workers in confidential survey sample** worker-voice check

Document control

Field	Details
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Prepared by	Mahendrasinh Chavda - GM Operations
Approved by	Anantsinh Vaghela - Director
Review cycle	Annual, or earlier following a significant change / serious allegation

REPORT STRUCTURE

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SCOPE AND PURPOSE

1. About this disclosure

This report describes the human rights due diligence process operated by Raviraj Foils Limited for the FY 2025-26 cycle. The reporting focus is on labour-related human-rights impacts that can arise in manufacturing operations and associated on-site business relationships, with particular emphasis on child labour, forced or compulsory labour and human trafficking.

1.1 Scope and boundary

- Own manufacturing operations and recruitment processes.
- Permanent, contract, temporary and migrant workers operating at or supporting the site.
- On-site and directly supporting services including contract labour, security, housekeeping, canteen and logistics interfaces.
- Recruitment and labour-intermediary practices, including worker-paid recruitment fees and retention of original identity documents.
- Worker grievance, consultation, training, monitoring and remediation processes.

1.2 Due diligence boundary statement

The 2025-26 cycle concentrated on own operations and the business relationships most directly connected with the workforce. The approach is risk-based and progressive. Future cycles will continue to broaden coverage where screening identifies higher-risk suppliers, recruitment channels or service providers.

1.3 People-centred perspective

Impact on people, not only risk to the company

The assessment asks what harm a worker or affected person could experience, how severe that harm could be, who may be more vulnerable, and whether current controls are preventing or reducing the impact. This is different from a conventional enterprise-risk assessment that focuses mainly on financial or operational consequences to the company.

UN AND OECD

2. International framework alignment

Raviraj Foils has designed this due diligence cycle with reference to internationally recognised responsible-business frameworks. These frameworks are used as guidance for management systems; the company does not present this report as a certification or endorsement by the United Nations, OECD or ILO.

2.1 United Nations Guiding Principles on Business and Human Rights

The UN Guiding Principles on Business and Human Rights (UNGPs) provide the global framework for preventing and addressing adverse human-rights impacts linked to business activity. The corporate responsibility to respect human rights includes a policy commitment, ongoing human-rights due diligence and processes to enable remediation. The due diligence elements include identifying and assessing impacts, integrating findings and acting, tracking effectiveness, and communicating how impacts are addressed [1].

2.2 OECD responsible business conduct

The OECD Guidelines for Multinational Enterprises on Responsible Business Conduct, updated in 2023, cover human rights and employment and industrial relations among other responsible-business topics. The OECD Due Diligence Guidance sets out a six-step, risk-based process applicable across sectors and geographies: embed responsible business conduct, identify and assess impacts, cease/prevent/mitigate, track, communicate and enable remediation [2][3].

2.3 UN Global Compact labour principles

The United Nations Global Compact labour principles call on businesses to uphold freedom of association, eliminate forced and compulsory labour, abolish child labour and eliminate discrimination in employment. Raviraj Foils uses the forced-labour and child-labour principles as additional reference points for workforce controls [4].

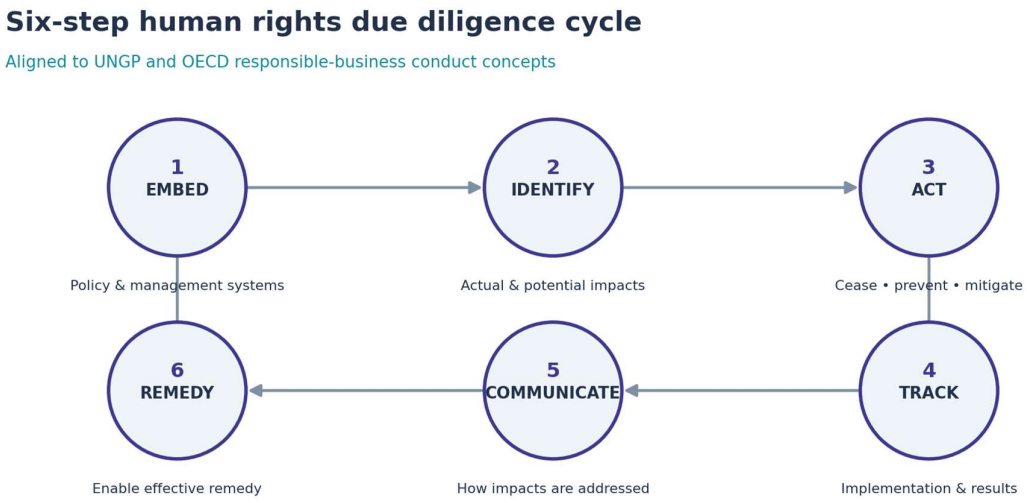


Figure 1. Raviraj Foils due diligence cycle aligned to UNGP and OECD concepts.

PRACTICAL IMPLEMENTATION

2.4 Framework-to-system mapping

Management element	UNGP reference	OECD reference	Raviraj Foils implementation
Policy and governance	UNGP 15-16	OECD Step 1	Human Rights Policy; management ownership; procedures; training; contractor controls
Identify and assess impacts	UNGP 17-18	OECD Step 2	Worker-centred impact assessment; vulnerable-group identification; worker consultation; document and record review
Prevent and mitigate	UNGP 19	OECD Step 3	Age verification; recruitment controls; wage/overtime checks; no ID retention; contractor due diligence; awareness
Track effectiveness	UNGP 20	OECD Step 4	KPI dashboard; internal audit; surveys; CAPA; management review
Communicate	UNGP 21	OECD Step 5	Worker communication; grievance posters; training; this public disclosure
Remedy	UNGP 22; operational grievance concepts in 29-31	OECD Step 6	Confidential grievance channels; victim-centred remediation procedure; follow-up and non-retaliation checks

Meaningful stakeholder engagement

The UNGP approach to impact assessment calls for meaningful consultation with potentially affected groups and relevant stakeholders. Raviraj therefore incorporated worker interviews, group consultation and a confidential worker-voice survey into the assessment cycle.

OWNERSHIP

3. Governance and accountability

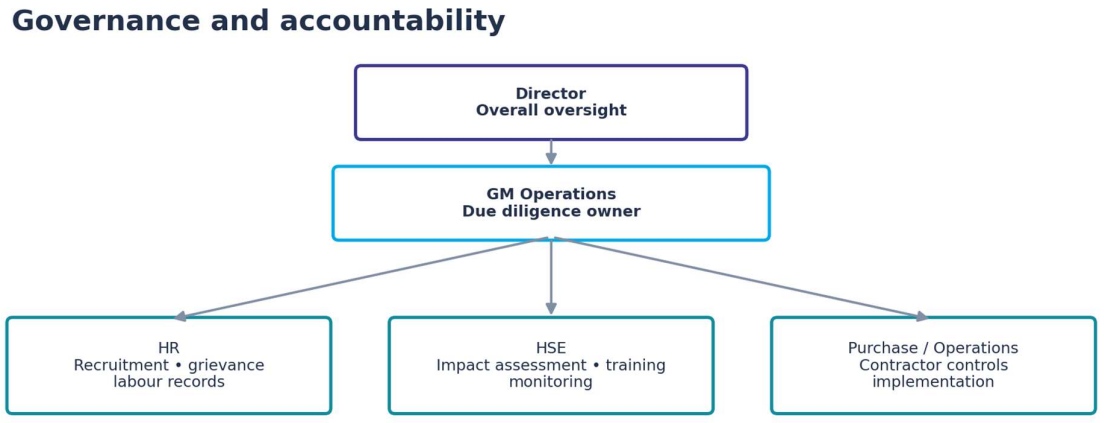


Figure 2. Human rights due diligence governance structure.

Overall oversight rests with the Director. The GM Operations owns the due diligence cycle and coordinates implementation through HR, HSE, Purchase and Operations. Responsibilities are allocated to the functions that can directly influence employment, contractor onboarding, worker communication, workplace practices and corrective action.

Function	Core responsibilities
Director	Oversight; approval of public disclosure; escalation of severe cases; support for remedy and resources.
GM Operations	Due diligence owner; management review; cross-functional accountability; implementation decisions.
HR	Recruitment and age verification; employment records; wage/working-time interface; grievance mechanism; worker consultation.
HSE	Impact assessment support; training; worker awareness; monitoring; audit and effectiveness checks.
Purchase / Contractor management	Human-rights clauses, declarations and due diligence for labour/service contractors and recruitment channels.
Operations / Supervisors	Voluntary overtime, respectful supervision, worker access to grievance channels and immediate escalation of concerns.
Security	Gate and identity checks without retaining workers' original personal documents; freedom-of-movement safeguards consistent with safety/security needs.

3.1 Escalation principle

Any credible allegation involving underage work, coercion, trafficking, threats, document retention, recruitment debt or restriction of movement is treated as a priority human-rights concern. Immediate protection of the affected person takes precedence over routine administrative processes.

HOW WE ASSESSED IMPACT

4. Due diligence methodology

The assessment combines document review, worker consultation, operational controls, contractor checks and internal audit evidence. The methodology is designed to prioritise potential harm to people. Severity is informed by the scale of harm, the number or proportion of people who could be affected (scope) and the difficulty of restoring the affected person to their prior situation (irremediability). Likelihood is considered separately.

4.1 Assessment sequence

Stage	What was done	Primary evidence
1. Scope	Defined workforce, recruitment and on-site business relationships within the cycle.	Impact assessment scope and stakeholder map
2. Identify	Reviewed potential harms associated with recruitment, contract labour, documents, overtime, wages, movement and grievance access.	Risk & impact register
3. Engage	Consulted permanent, contract, migrant and women workers; engaged contractor supervisors; ran a confidential survey.	Consultation plan, minutes, worker survey
4. Test controls	Reviewed age evidence, labour records, worker interviews, wage/overtime controls and contractor practices.	Checklists and sample records
5. Prioritise	Rated severity and likelihood after current controls, with greater attention to severe potential harms.	Impact assessment and residual risk levels
6. Act & track	Closed identified awareness gaps, strengthened contractor/recruitment declarations and reviewed effectiveness.	CAPA register, audit, KPI dashboard, management review

4.2 Sources of evidence

- Human Rights Impact Assessment and risk register.
- Age-verification process and sampled recruitment records.
- Worker consultation minutes and confidential worker survey (n=28).
- Training content, attendance and post-training effectiveness sample.
- Contractor human-rights due diligence and declaration.
- Grievance mechanism, awareness records and tracking register.
- Internal human-rights audit, CAPA and management review.

POTENTIAL HARM TO PEOPLE

5. Human rights impact assessment and salient risks

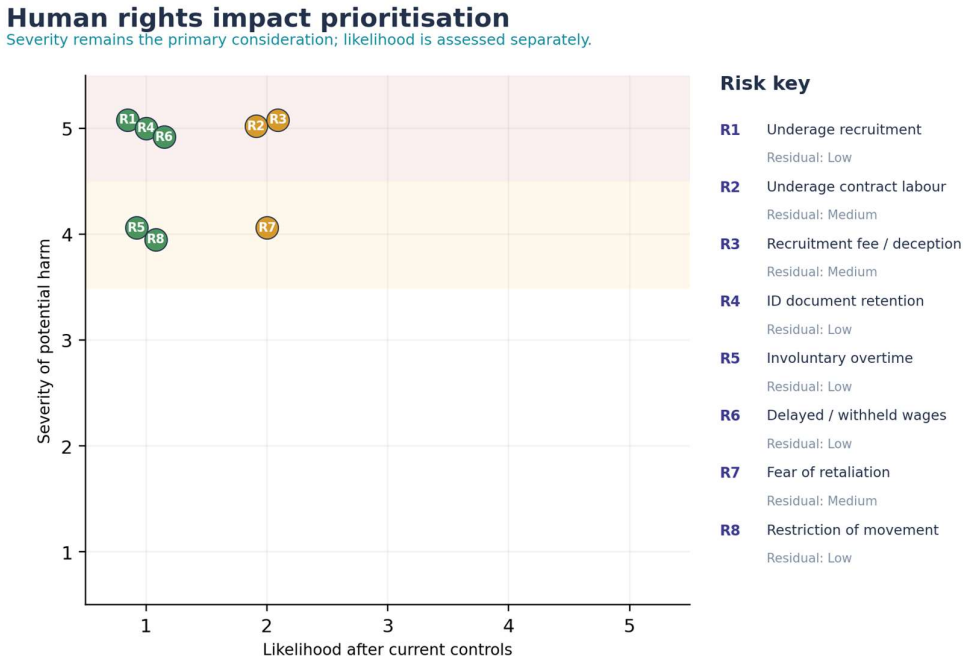


Figure 3. Residual human-rights prioritisation after current controls.

The potential impacts considered most serious are those that could compromise a person's freedom, dignity, safety, lawful employment or ability to leave work voluntarily. Even where likelihood is assessed as low after controls, the underlying severity of impacts such as underage employment, coercive recruitment or document retention requires continued attention.

5.1 Priority impact areas

- Underage recruitment, including contract labour introduced through third parties.
- Recruitment fees, debt-linked employment or deceptive recruitment affecting migrant and temporary workers.
- Retention of original identity documents or other practices that restrict worker autonomy.
- Involuntary or coercive overtime, threats or restrictions on movement.
- Delayed or withheld wages that could contribute to coercive conditions.
- Fear of retaliation or inadequate access to trusted grievance channels.

IMPACT ASSESSMENT

5.2 Detailed impact register

Activity	Affected group	Potential adverse impact	Severity	Residual likelihood	Key controls
Permanent recruitment	Young / new workers	Underage employment if age evidence is not properly verified	High	Low	Government ID and DOB verification before joining; HR approval
Contract labour deployment	Contract / migrant workers	Underage worker introduced through a labour contractor	High	Medium	Contractor roster, gate verification, age-proof checks and periodic sampling
Recruitment channels	Migrant / temporary workers	Worker-paid recruitment fee, debt or deceptive recruitment	High	Medium	Direct-hiring preference; contractor declaration; worker interviews; no-fee expectation
Document handling	Migrant workers	Retention of original ID documents restricting worker autonomy	High	Low	Originals checked and returned; worker interviews; no-retention requirement
Overtime allocation	Production workers	Coercive or involuntary overtime	High	Low	Attendance and overtime approval; worker interviews; grievance access
Exit / resignation	All workers	Restriction on freedom to leave employment	High	Low	Documented resignation and full-and-final process; no punitive retention
Security controls	All workers	Restriction of movement beyond legitimate safety/security needs	Medium	Low	Gate-pass controls with worker freedom safeguards; no retention of original documents
Wage payment	Contract workers	Withholding or delayed wages contributing to coercion	High	Low	Wage sheets, bank-payment evidence and monthly contractor review

Assessment conclusion

No confirmed child labour, forced labour or human trafficking case was identified during the 2025-26 assessment cycle. Preventive controls remain necessary, especially for contract and migrant workers and for recruitment channels.

AFFECTED STAKEHOLDER PERSPECTIVE

6. Stakeholder engagement and worker voice

Worker consultation was used to test whether formal controls were understood and effective in practice. Engagement included permanent shop-floor workers, contract workers, migrant workers, women workers, contractor supervisors and a mixed-workforce follow-up group. Topics included recruitment fees, age verification, wage payment, overtime, retention of identity documents, freedom of movement, grievance access and non-retaliation.

Date	Stakeholder group	Method	Key topics	Status
05 Apr 2026	Permanent shop-floor workers	Small group meeting	Working hours, freedom of movement, grievance	Completed
12 Apr 2026	Contract workers	Confidential interviews	Recruitment fees, age, wages, document retention	Completed
19 Apr 2026	Women workers	Focus group	Safety, harassment, grievance access	Completed
26 Apr 2026	Migrant workers	Worker-voice survey	Recruitment, freedom to leave, documents and grievance	Completed
10 May 2026	Contractor supervisors	Review meeting	Age proof, wage payment and labour practices	Completed
24 May 2026	Mixed workforce	Follow-up survey	Effectiveness of control improvements	Completed

6.1 What workers told us

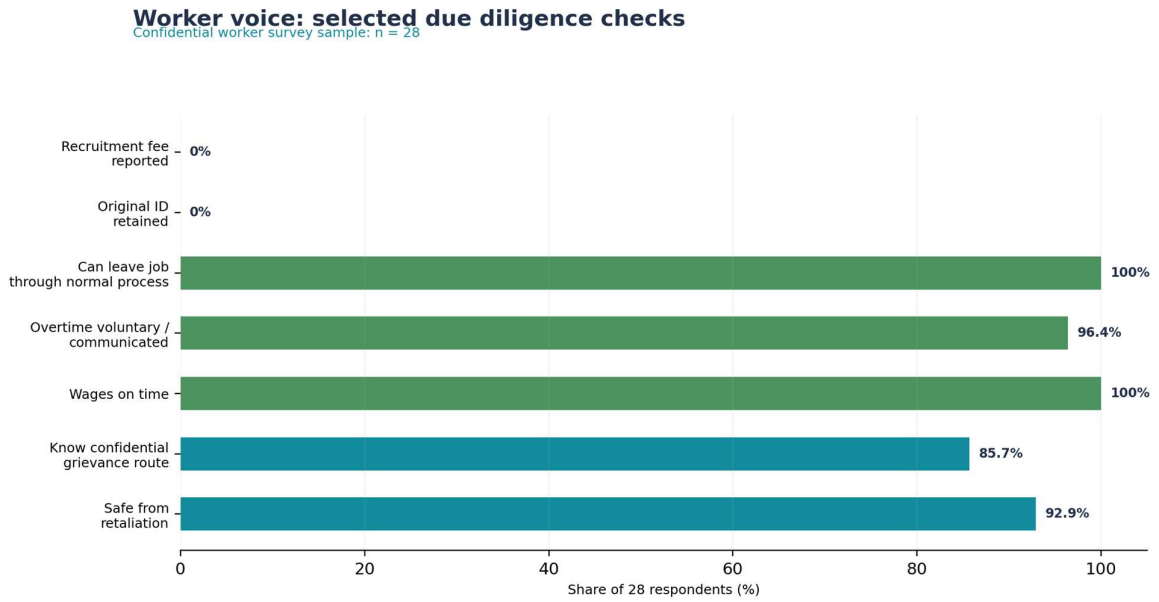


Figure 4. Selected results from the confidential worker survey (n=28).

FROM FEEDBACK TO ACTION

6.2 Worker voice findings and response

Indicator	Survey result	Interpretation	Management response
Recruitment fee reported	0 / 28	No adverse indication in the sample.	Keep the question in periodic worker interviews and contractor due diligence.
Original ID retained	0 / 28	No case reported in the sample.	Continue spot interviews and no-retention controls.
Freedom to leave through normal process	28 / 28	Workers understood the exit process.	Reinforce during induction.
Overtime voluntary / communicated	27 / 28	One worker requested clearer advance communication.	Supervisor briefing and continued overtime review.
Wages paid on time	28 / 28	No delay reported in the sample.	Continue payroll and contractor wage monitoring.
Aware of confidential grievance route	24 / 28 (85.7%)	Awareness gap among some contract workers.	Bilingual poster and induction/toolbox reinforcement.
Confidence in non-retaliation	26 / 28 (92.9%)	Generally positive; further explanation requested.	Non-retaliation briefing and follow-up interviews.

Closed awareness actions

Grievance information was re-displayed in worker areas; anonymous reporting was explained during contractor induction; and follow-up interviews confirmed improved awareness before management review.

7. Prevention and mitigation controls

7.1 Age verification and prevention of underage work

Age verification is required before employment or site access. HR verifies date-of-birth and identity evidence for direct hires. Contract workers are subject to age-proof checks before gate activation, with additional controls for deployment to hazardous activities. Sampled age-verification records in the 2025-26 cycle showed controls operating as intended.

Control point	Required practice	Evidence / response
Application	Candidate declares date of birth.	Application / recruitment record
Document verification	Government-issued or other approved age/identity evidence checked for consistency.	Age-verification checklist / personnel file
Contract worker onboarding	Age proof verified before site access.	Contract worker register / gate activation control
Hazardous work	Workers not legally eligible for hazardous work must not be assigned such tasks.	Deployment control / HSE review
Record retention	Verified copies retained only in accordance with company document/privacy rules; originals returned.	Personnel or contractor record

7.2 Forced labour and trafficking prevention

- No worker-paid recruitment or placement fee expectation in labour/recruitment channels.
- No retention of original identity, bank or personal documents by the company or contractor as a condition of employment.
- Workers are free to leave employment through lawful notice processes and may leave the workplace after shift subject to legitimate safety/security controls.
- Overtime is monitored and should not be imposed through threats, penalty or coercion.
- Wage payment is reviewed through traceable payroll / contractor evidence.
- Concerns can be raised confidentially without retaliation.

CAPABILITY BUILDING

7.3 Training and awareness

Dedicated training was developed to distinguish human-rights issues from general business ethics. Content covers child labour, hazardous work involving young persons, forced labour, human trafficking, recruitment fees, identity-document retention, wage withholding, restriction of movement, involuntary overtime, grievance reporting, non-retaliation and remediation.

Module	Focus	Expected behaviour
Child labour	Age controls and underage / hazardous-work risks	Stop onboarding or deployment and escalate any age discrepancy.
Forced labour	Coercion, wage withholding, document retention, involuntary overtime	Do not impose or tolerate coercive practices; raise concerns immediately.
Human trafficking	Deceptive recruitment, threats, debt and exploitation indicators	Recognise warning signs and escalate urgently.
Grievance and non-retaliation	Confidential routes and protection for good-faith reporting	Use or support the grievance mechanism; maintain confidentiality.
Remediation	Protect, assess, remedy and follow up	Prioritise affected-person safety and effective remedy.

96%	**85%**	**100%**
human-rights training coverage	**average post-test in sampled record**	**2026-27 training target**
FY 2025-26	6-participant effectiveness sample	including induction coverage

BUSINESS RELATIONSHIPS

7.4 Contractor and recruitment-channel due diligence

Contract workers can face heightened vulnerability where recruitment, wage payment, identity documents or employment terms are controlled by intermediaries. Raviraj therefore uses a contractor due-diligence checklist, declarations and worker interviews in addition to normal commercial controls.

Due diligence check	2025-26 result	Ongoing action
Worker age verification	Evidence reviewed; control operating	Continue quarterly sample checks.
No recruitment fees	Contractor declaration and worker interviews used	Renew declaration annually and test worker experience.
No original ID retention	No retention reported in reviewed sample	Continue spot interviews.
Timely wages	Wage sheet / bank evidence reviewed	Continue monthly monitoring.
Voluntary overtime	Records and worker interviews reviewed	Continue periodic interviews.
Grievance access	Initial awareness gap identified and corrected	Maintain bilingual communication and induction.
No child labour	Roster and age evidence checked	Maintain gate verification and HR controls.

Supply-chain maturity

The current cycle focused on labour-intensive and on-site business relationships. The 2026-27 programme will continue risk-based expansion of due diligence to higher-risk suppliers and recruitment channels rather than assuming that all suppliers present the same level of human-rights exposure.

ACCESS TO REMEDY

8. Grievance mechanism and remediation

8.1 Grievance mechanism

Workers and other relevant parties may raise human-rights concerns verbally, in writing or through designated HR/HSE channels. The mechanism is designed around three essential safeguards: accessibility, confidentiality and non-retaliation. Complaints are acknowledged, assessed for immediate protection needs, investigated on a need-to-know basis, resolved with corrective/remedial action, and followed up for effectiveness.

Stage	Control expectation	Target
Access	Multiple reporting routes; information displayed and reinforced in induction.	Available at all times
Acknowledgement	Confirm receipt and assess immediate protection needs.	Within 2 working days
Investigation	Interview relevant persons and review evidence confidentially.	Normally within 7 working days
Resolution	Define proportionate corrective/remedial action and management escalation.	Normally within 15 working days
Escalation / appeal	Further review by senior management where required.	Within 5 working days of escalation
Effectiveness	Check remedy, recurrence risk and absence of retaliation.	Follow-up within 30 days or case-specific
	2025-26 result No child labour, forced labour or human trafficking grievance was recorded. Two awareness-related records were used to improve communication of the grievance route; these were not allegations of a human-rights violation.	

IF HARM IS IDENTIFIED

8.2 Victim-centred remediation

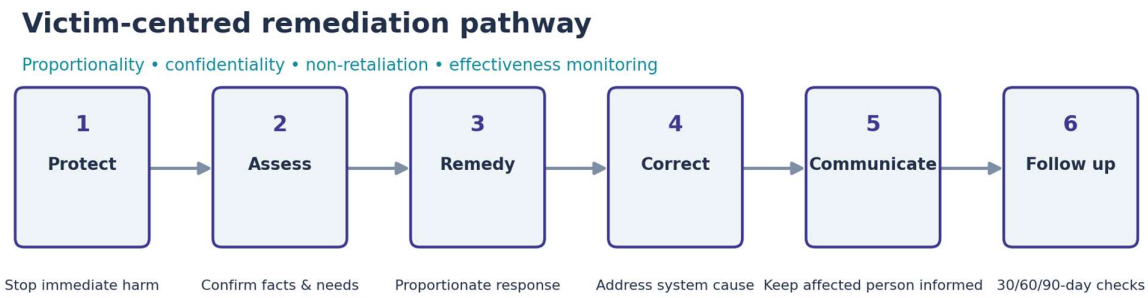


Figure 5. Remediation process for credible allegations or confirmed cases.

The remediation procedure is activated when a credible allegation or actual adverse impact is identified. It is designed to protect the affected person first, establish facts without causing further harm, provide a proportionate remedy, correct the underlying system, communicate transparently with the affected person, and verify that the remedy remains effective.

8.3 Illustrative response principles

Potential case	Immediate priority	Examples of remedy / system response
Suspected underage work	Stop hazardous exposure and confirm age safely.	Protect the child; assess education and welfare needs; engage responsible parties; correct recruitment / contractor controls; follow up.
Forced labour indicators	Remove coercive condition and secure worker safety.	Return original documents; stop threats or punitive practices; repay prohibited recruitment fees where applicable; pay lawful wage dues; correct recruitment/contractor practices.
Trafficking concern	Prioritise safety, confidentiality and expert referral.	Escalate to senior management and appropriate support channels; protect against retaliation; preserve evidence; cooperate with competent authorities where legally required.
Retaliation after grievance	Stop retaliatory action and protect reporter.	Investigate management/supervisory conduct; restore affected rights; monitor recurrence and worker confidence.

TRACKING EFFECTIVENESS

9. Monitoring, audit and corrective action

Due diligence effectiveness is monitored through internal control reviews, worker interviews, KPI tracking and management review. The 2025-26 internal human-rights audit sampled 10 employee files, 8 contractor files, 8 worker interviews and selected payroll/overtime records. The audit found the principal controls operating, with one awareness-related observation concerning anonymous grievance reporting. The observation was corrected and follow-up interviews confirmed improved understanding.

Audit area	Evidence reviewed	2025-26 result
Age verification	Employee and contract-worker files	Conforming in sample
Recruitment fees	Worker interviews / declarations	No fee reported in sample
Original ID retention	Worker interviews	No retention reported in sample
Overtime	Records and interviews	No coercion identified in sample
Wages	Wage / bank evidence	Payment evidence available
Grievance awareness	Worker interviews / communication	Minor awareness gap identified and closed
Remediation readiness	Procedure and forms	Procedure established and tabletop-reviewed

9.1 Corrective action

Source	Issue	Action	Closure
Worker survey	Some workers unaware of grievance channel	Display bilingual poster and repeat induction communication	Closed before 01 Jun 2026
Internal audit	Anonymous reporting route not understood by two sampled workers	Add anonymous route example to contractor induction and conduct follow-up	Closed before 01 Jun 2026
Impact assessment	Recruitment-fee risk through labour intermediaries	Introduce explicit no-fee contractor declaration	Closed before 01 Jun 2026

THREE-YEAR TREND

10. Performance and results

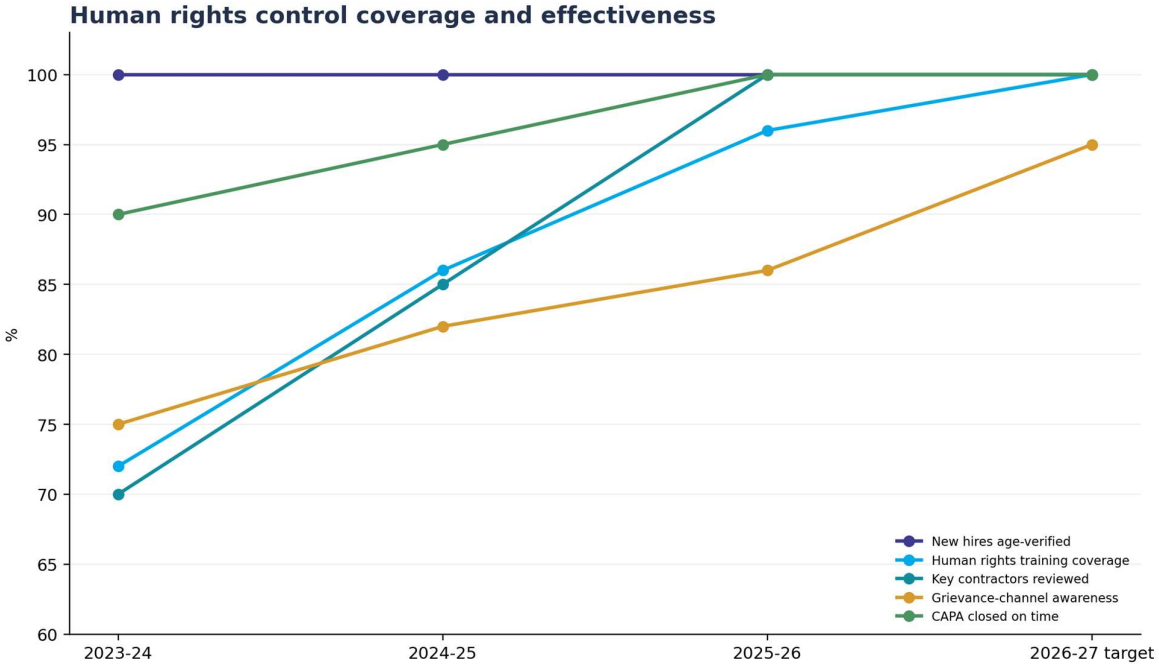


Figure 6. Selected human-rights management KPIs and 2026-27 targets.

KPI	2023-24	2024-25	2025-26	2026-27 target
Confirmed child labour incidents	0	0	0	0
Confirmed forced / compulsory labour incidents	0	0	0	0
Confirmed human trafficking incidents	0	0	0	0
New hires age-verified	100%	100%	100%	100%
Contract workers sampled for age verification	90%	95%	100%	100%
Human rights training coverage	72%	86%	96%	100%
Key contractors human-rights reviewed	70%	85%	100%	100%
Worker grievance-channel awareness	75%	82%	86%	95%
Human-rights CAPA closed on time	90%	95%	100%	100%

Interpretation

The zero-incident indicators represent no confirmed incidents in company records for the stated periods; they should not be interpreted as proof that risk is impossible. The due diligence system therefore continues to use prevention, worker voice and monitoring rather than relying only on incident counts.

CONTINUOUS IMPROVEMENT

11. 2026-27 priorities and commitments

Raviraj Foils will continue to strengthen human-rights due diligence based on severity of potential harm, worker vulnerability and the quality of available evidence. The next cycle will focus on maintaining core controls while deepening business-relationship due diligence and worker confidence.

1	**Maintain 100% age verification** All direct hires and contract workers to be age-verified before employment/site access; maintain hazardous-work safeguards.
2	**Reach 100% human-rights training coverage** Include relevant permanent and contract workers in refresher and induction training.
3	**Raise grievance-channel awareness to at least 95%** Use bilingual communication, induction, toolbox talks and periodic worker-voice checks.
4	**Maintain 100% review of key labour/service contractors** Renew declarations and combine document review with worker interviews.
5	**Deepen ethical recruitment controls** Continue no-worker-paid recruitment-fee expectation and test recruitment channels through worker feedback.
6	**Expand risk-based supplier screening** Prioritise suppliers and service providers with higher labour-intensity, migrant-worker exposure or recruitment-intermediary risk.
7	**Maintain annual human-rights audit and management review** Track CAPA closure, effectiveness and recurrence risk; escalate serious allegations immediately.
8	**Refresh public disclosure annually** Communicate material changes, outcomes and improvement priorities while protecting worker confidentiality.

TRANSPARENCY

12. Basis, limitations and references

12.1 Basis and limitations

- This report is based on Raviraj Foils internal management-system records, worker consultation, sampled files, contractor records, audit evidence and management review for the stated cycle.
- Due diligence is an ongoing process; the absence of confirmed incidents does not demonstrate the absence of risk.
- Worker surveys and audits are sample-based and do not represent a forensic investigation of every worker or business relationship.
- Personal data, individual worker identities and confidential case details are intentionally excluded from this public disclosure.
- The UN, OECD and ILO frameworks referenced are guidance sources. Raviraj Foils does not claim certification, approval or endorsement by those organisations through this report.
- Where laws or contractual requirements impose a higher standard, the applicable requirement should prevail.

12.2 Reference frameworks

[1] United Nations Office of the High Commissioner for Human Rights (2011), Guiding Principles on Business and Human Rights: Implementing the United Nations “Protect, Respect and Remedy” Framework. Official source

[2] OECD (2023), OECD Guidelines for Multinational Enterprises on Responsible Business Conduct. Official source

[3] OECD (2018), OECD Due Diligence Guidance for Responsible Business Conduct. Official source

[4] United Nations Global Compact, Labour Principles - including elimination of forced and compulsory labour and effective abolition of child labour. Official source

[5] International Labour Organization (2025 revised edition), ILO Indicators of Forced Labour. Official source

12.3 Approval

Role	Name	Approval
Prepared by 	**Mahendrasinh Chavda - GM Operations**	Approved for issue
Approved by 	**Anantsinh Vaghela - Director**	Public disclosure authorised

Release statement

This public disclosure was prepared following management review completed on 30 May 2026 and is issued on 31 May 2026.