



RAVIRAJ FOILS LIMITED.

EHS PROCEDURE

HR DEPARTMENT

PAGE NO

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DOC. NO.

RFL/EHS/PR/76

REV. NO.

00

EFFECTIVE DATE

20/08/2024

REVIEW DATE

19/08/2025

SUPERSEDES

NIL

TITLE: Human Rights Due Diligence Policy

1. Purpose

This policy outlines Raviraj Foils Ltd.'s commitment to respecting human rights and implementing due diligence processes aligned with the UN Guiding Principles on Business and Human Rights.

2. Scope

This policy applies to all facilities and operations of Raviraj Foils Ltd., including both existing and new operations.

3. Core Principles

Policy Commitment: Establish and review a gender-responsive Human Rights Policy.

Due Diligence Process: Develop and implement a gender-responsive Human Rights Due Diligence process.

Engagement: Map and engage with Affected Populations and Organisations.

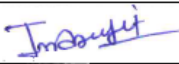
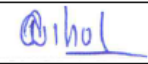
Remediation: Provide or cooperate in the remediation of adverse Human Rights impacts.

4. Policy Guidelines

4.1 Policy Commitment

Policy Development:

Commitment: Establish a gender-responsive Policy commitment to respect Human Rights.

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Safety Officer	Sr. EHS Officer	HR - Head
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Review Schedule:

Regular Review: Review the Policy commitment at least every five years.

Change Review: Review the Policy commitment following any significant changes to the Business that alter Material Human Rights risk(s).

Control Gap Review: Review the Policy commitment upon any indication of a control gap.

Public Disclosure: Publicly disclose the latest version of the Policy commitment.

4.2 Human Rights Due Diligence

Process Development:

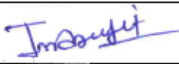
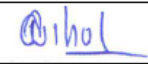
Due Diligence Process: Develop a gender-responsive Human Rights Due Diligence process in consultation with and, where possible, with the participation of Affected Populations and Organisations.

Objectives: Identify, prevent, mitigate, and account for impacts on Human Rights, including Material Legacy Impacts from the Entity's operations and Business relationships.

Review Schedule:

Regular Review: Review the Human Rights Due Diligence process at least every five years.

Change Review: Review the process following any changes to the Business that alter Material Human Rights risk(s).

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Control Gap Review: Review the process upon any indication of a control gap.

4.3 Mapping and Engagement

Mapping:

Affected Populations and Organisations: Map and ensure engagement with Affected Populations and Organisations.

Consultation and Information:

Engagement: Engage Affected Populations and Organisations about operational activities and potential significant Human Rights impacts.

Complaints Mechanism: Inform them about the operation's Complaints Resolution Mechanism.

4.4 Remediation

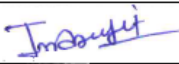
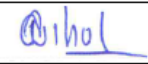
Remediation Actions:

Identification: Where adverse Human Rights impacts are identified, provide or cooperate in their remediation through legitimate processes.

Remediation Process:

Development: Develop a time-bound remediation plan in consultation with affected Rightsholders, including Vulnerable or At-Risk groups.

Forms of Remediation: This may include acknowledgment and apology, measures to prevent recurrence, compensation (financial or otherwise), cessation of harmful activities, or other agreed remedies.

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Culturally Appropriate Measures: For Indigenous Peoples, ensure remediation mechanisms are culturally appropriate and consistent with FPIC principles.

5. Documentation and Integration

5.1 Policy Documentation

Internal Documentation: Maintain documentation of the Human Rights Policy, Due Diligence processes, and remediation actions.

5.2 Integration

Policy Integration: Integrate this policy with other relevant management systems, including those for environmental and social governance.

6. Application

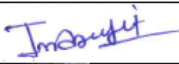
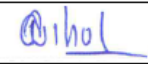
6.1 Facilities

Applicability: This policy applies to all facilities and operations of Raviraj Foils Ltd.

6.2 Not Applicable

Exemptions: This policy is not applicable if no significant Human Rights impacts are identified.

7. Review and Continuous Improvement

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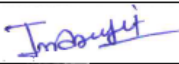
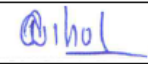
7.1 Policy Review

Periodic Review: Review this policy at least every five years to ensure its effectiveness and relevance.

Continuous Improvement: Raviraj Foils Ltd. is committed to continuously improving practices related to Human Rights due diligence based on new information and feedback.

8. Revision History:

Sr. No.	Issue Date	Reason for revision	Revision No.	Obsolete Doc No.
1	20/08/2024	First Issue	00	-

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