



RAVIRAJ FOILS LIMITED.

EHS PROCEDURE

HR DEPARTMENT

PAGE NO

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TITLE: Gender Equity and Women's Empowerment Policy (Policy on Indigenous Peoples)

DOC. NO.

RFL/EHS/PR/78

REV. NO.

00

EFFECTIVE DATE

20/08/2024

REVIEW DATE

19/08/2025

SUPERSEDES

NIL

1. Purpose

Raviraj Foils is committed to respecting the rights and interests of Indigenous Peoples in all areas of its operations. This policy outlines our commitment to ensuring compliance with international standards, including ILO Convention 169 and the UN Declaration on the Rights of Indigenous Peoples (UNDRIP), and details the processes and actions we undertake to uphold these standards.

2. Policy Statements

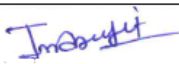
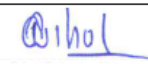
2.1 Implementation of Policies and Processes Raviraj Foils shall implement policies and processes that ensure respect for the rights and interests of Indigenous Peoples. These policies will be consistent with international standards and will include measures to protect their rights and address their concerns.

2.2 Identification of Indigenous Peoples We will develop and document a process for identifying Indigenous Peoples based on their linguistic, social, governance, and resource-linked characteristics, rather than solely relying on state recognition.

2.3 Internal Capacity Our organization will demonstrate the internal capacity necessary to implement these processes effectively. This includes allocating personnel and resources and conducting evidence-based analysis involving meaningful stakeholder engagement.

2.4 Policy Review Our policies and processes will be reviewed at least every five years. Additionally, they will be reviewed following any significant changes to our business that might affect the rights and interests of Indigenous Peoples. Reviews will also be conducted if there are indications of a control gap.

2.5 Public Disclosure We will publicly disclose the latest versions of our policies and processes through annual or sustainability reports, or on our website, as allowed by applicable laws.

PREPARED BY:	CHECKED BY:	APPROVED BY:
		
Safety Officer	Sr. EHS Officer	HR - Head
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2.6 Mapping and Engagement We will demonstrate our capacity to map Indigenous communities based on their cultural characteristics rather than legal designations. We are committed to meaningful engagement with these communities.

2.7 Informing Indigenous Peoples Indigenous Peoples will be informed about the relevant ASI Performance Standard requirements and the ASI Certification Audit process in a manner that is accessible, timely, and understandable.

3. Application

This policy applies to all facilities where the presence of Indigenous Peoples or their lands, territories, and resources is identified through an assessment process rooted in meaningful stakeholder engagement.

4. Points to Consider in Implementation

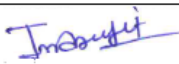
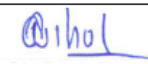
Legal and Customary Rights: Ensure awareness of legal and customary rights of Indigenous Peoples in affected areas.

Engagement Support: Utilize skilled personnel to guide engagement and facilitate discussions, including interpreters where necessary.

Informed Consultations: Conduct consultations in a culturally appropriate manner.

Self-Identification: Recognize that self-identification as Indigenous is a fundamental criterion.

Broader Context: Consider the broader context of Indigenous Peoples' presence, including their attachments to traditional lands and territories.

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5. Regional Guidance

Latin America: Recognize the rights of Afro-descendants and other groups sharing characteristics with Indigenous Peoples.

Africa: Consider self-definition, attachment to traditional land, and experiences of marginalization.

Asia: Address issues related to self-definition and particular human rights concerns of groups such as Adivasis, hill tribes, and ethnic minorities.

Russia: Recognize and address the needs of officially recognized and unrecognized Indigenous Peoples.

United States, Canada, Australia, New Zealand: Acknowledge and respect the unique legal and historical contexts of Indigenous Peoples in these regions.

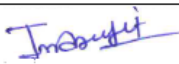
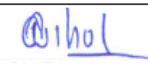
6. Human Rights Due Diligence

Rights and Interests: Identify and address risks to Indigenous Peoples' rights and interests prior to commencing and throughout operations.

Expert Assistance: Engage expert assistance for developing policies and conducting training.

Consultation and Consent: Ensure fair, timely, and culturally appropriate consultations and obtain Free, Prior, and Informed Consent (FPIC) where applicable.

Partnerships and Benefits: Develop partnerships and programs to provide benefits and mitigate impacts on Indigenous Peoples.

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Monitoring and Evaluation: Monitor engagement approaches, agreements, and impacts, and incorporate gender considerations.

7. Resources and Training

Capacity Building: Allocate resources for both company and Indigenous Peoples' capacity building. Ensure relevant training for all staff interacting with Indigenous communities.

Cultural Awareness: Provide cultural awareness training to promote cross-cultural understanding.

8. References

For further guidance on respecting the rights of Indigenous Peoples, consult the following references:

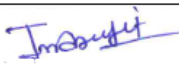
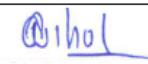
IFC Performance Standard 7 – Indigenous Peoples – Guidance Note (2012)

ICMM Good Practice Guide – Indigenous Peoples and Mining (2015)

The Mining, the Aluminium Industry, and Indigenous Peoples (2015) report and associated Fact Sheet.

9. 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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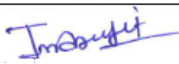
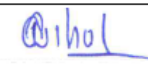
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