



RAVIRAJ FOILS LIMITED. EHS PROCEDURE

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TITLE: Indigenous Peoples Policy	DOC. NO.	RFL/EHS/PR/79
	REV. NO.	00
	EFFECTIVE DATE	20/08/2024
	REVIEW DATE	19/08/2025
	SUPERSEDES	NIL

1. Policy Statement:

Raviraj Foils is committed to respecting the rights and interests of Indigenous Peoples in all our operations. We are dedicated to ensuring that our policies and processes align with international standards, including ILO Convention 169 and the UN Declaration on the Rights of Indigenous Peoples. This policy outlines our approach to identifying, engaging, and respecting Indigenous Peoples and their rights.

2. Policy Details:

Implementation of Policies:

Develop and implement policies and processes that ensure respect for the rights and interests of Indigenous Peoples.

Ensure alignment with international standards, including ILO Convention 169 and the UN Declaration on the Rights of Indigenous Peoples.

Identification Process:

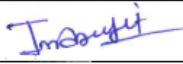
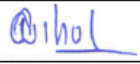
Develop and document a process for identifying Indigenous Peoples based on linguistic, social, governance, and resource-linked characteristics rather than state recognition.

Internal Capacity:

Demonstrate internal capacity, including personnel and resources, to implement the process through evidence-based analysis and meaningful stakeholder engagement.

3. Policy Review:

Review policies and processes at least every five years.

PREPARED BY:	CHECKED BY:	APPROVED BY:
		
Safety Officer	Sr. EHS Officer	HR - Head
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Review policies and processes after any changes to the business that alter risks to the rights and interests of Indigenous Peoples.

Review policies and processes upon indication of a control gap.

Public Disclosure:

Publicly disclose the latest versions of the policies and processes.

Community Mapping:

Demonstrate internal capacity to map Indigenous communities by their cultural characteristics and engage meaningfully.

Communication:

Inform Indigenous Peoples of the relevant ASI Performance Standard requirements and the ASI Certification Audit process in an accessible, timely, and understandable manner.

4. Application:

The 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.

5. Points to Consider:

Legal and Customary Rights: Be aware of the legal and customary rights of Indigenous Peoples that may exist in affected land areas.

Engagement: Engage with Indigenous Peoples using skilled personnel, interpreters, and culturally sensitive approaches.

PREPARED BY:

CHECKED BY:

APPROVED BY:

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[Signature]

@ihol

Safety Officer

Sr. EHS Officer

HR - Head

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6. Consultation: Conduct informed consultations in a culturally appropriate manner.

Self-Identification: Recognize the principle of self-identification for Indigenous Peoples and consider their attachments to traditional lands and territories.

Expert Guidance: Consult expert assistance to develop and maintain ongoing relationships with Indigenous Peoples.

7. Revision History:

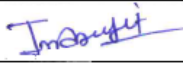
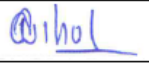
Sr. No.	Issue Date	Reason for revision	Revision No.	Obsolete Doc No.
1	20/08/2024	First Issue	00	-

8. References:

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

International Council on Mining and Metals (ICMM) Good Practice Guide – Indigenous Peoples and Mining (2015)

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

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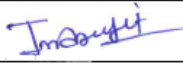
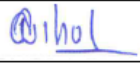
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UN Declaration on the Rights of Indigenous Peoples

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