



RAVIRAJ FOILS LIMITED.

EHS PROCEDURE

HR DEPARTMENT

PAGE NO

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TITLE: Policy on Affected Populations and Organisations

DOC. NO.

RFL/EHS/PR/82

REV. NO.

00

EFFECTIVE DATE

20/08/2024

REVIEW DATE

19/08/2025

SUPERSEDES

NIL

1. Purpose

Raviraj Foils Ltd. is dedicated to respecting the legal and customary rights of Affected Populations and Organisations in their lands, livelihoods, and use of natural resources. This policy outlines our commitment to identifying, preventing, and mitigating significant impacts from our operations, ensuring these impacts are managed in a way that protects Human Rights and promotes sustainable development.

2. Policy Statements

2.1 Impact Management Plan

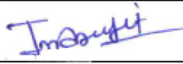
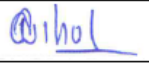
- Implement a plan to identify, prevent, monitor, mitigate, and account for any significant impacts from operations, including health and safety, social and cultural Human Rights, and environmental impacts.
- Develop the plan in consultation with, and where possible, with the participation of Affected Populations and Organisations to ensure it meets their needs and circumstances.

2.2 Local Community Development

- Commit resources to support Local Community development, focusing on initiatives that benefit the livelihoods and well-being of Affected Populations and Organisations. Initiatives may include capacity building, micro-credit schemes, improved farming practices, and governance models for shared natural resources.

2.3 Regular Review and Updates

- Review the impact management plan at least every five years, or more frequently if there are significant changes to the business that materially alter environmental, social, and governance risks.

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Safety Officer	Sr. EHS Officer	HR - Head
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e. Review the plan upon any indication of a control gap or after any significant business event such as mergers or acquisitions.

f. Publicly disclose the latest version of the plan to ensure transparency and accountability.

2.4 Ongoing Engagement and Grievance Mechanism

g. Engage in continuous dialogue with Affected Populations and Organisations, ensuring their concerns are addressed through clear and effective grievance mechanisms.

h. Explore opportunities to support the livelihoods of Affected Populations and Organisations in ways that are equitable, culturally appropriate, and non-dependent.

2.5 Gender Sensitivity and Inclusion

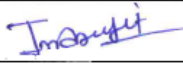
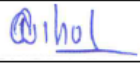
i. Ensure that the impacts on women and other vulnerable groups are specifically considered and addressed in the impact management plan. Adapt engagement processes to include these groups in decision-making, ensuring their rights and interests are protected.

3. Application

3.1 Project Scope

a. This policy applies to all new projects, expansions, and significant operational changes across all facilities of Raviraj Foils Ltd.

b. The policy is applicable to all projects initiated after Raviraj Foils Ltd. joined the Aluminium Stewardship Initiative (ASI) and those initiated from January 1, 2022, onwards.

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4. Points to Consider in Implementing Criterion 9.7

4.1 Legal and Customary Rights

a. Review and respect the legal and customary rights of Local Communities, even in cases where they do not possess formal legal title to lands. This includes recognizing their use of natural resources for livelihoods or community purposes.

4.2 Impact Assessments and Area of Influence

b. Review social and environmental Impact Assessments and assess current engagement strategies, considering both direct and indirect impacts on Biodiversity and Ecosystem Services that sustain Local Communities.

4.3 Gendered Nature of Impacts

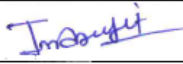
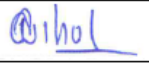
c. Address the gender-specific impacts of operations, including those related to environmental changes that affect women's ability to provide for their families. Ensure that compensation and employment do not disproportionately favor men, creating imbalances in community dynamics.

4.4 Engagement Frameworks

d. Establish ongoing frameworks for regular discussion, consultation, and interaction with Affected Populations and Organisations, ensuring inclusivity, equity, cultural appropriateness, and rights-compatibility in all engagement activities.

5. Resources and Training

5.1 Guidance and References

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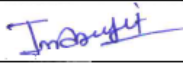
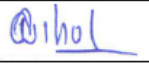
a. Consult relevant references such as the Aluminium Stewardship Initiative's Performance Standard and Guidance for developing and implementing the impact management plan and associated community engagement processes.

6. Review and Amendments

a. This policy shall be reviewed every five years or sooner if required by significant business or environmental changes. Amendments to the policy will be made to ensure continued relevance and effectiveness in protecting the rights of Affected Populations and Organisations.

7. 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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