



RAVIRAJ FOILS LIMITED. EHS PROCEDURE

HR DEPARTMENT	PAGE NO	Page 1 of 4
TITLE: Affected Populations and Organisations Policy	DOC. NO.	RFL/EHS/PR/83
	REV. NO.	00
	EFFECTIVE DATE	20/08/2024
	REVIEW DATE	19/08/2025
	SUPERSEDES	NIL

1. Purpose

The purpose of this policy is to establish Raviraj Foils Ltd.'s commitment to respecting and protecting the rights and interests of Affected Populations and Organisations (APOs) impacted by our operations. This policy outlines the procedures to identify, prevent, monitor, mitigate, and account for any significant impacts on the health, safety, social, cultural, and environmental rights of APOs, ensuring compliance with relevant legal and customary frameworks.

2. Policy Statements

2.1 Respect for Legal and Customary Rights

a. Raviraj Foils Ltd. shall respect the legal and customary rights of Affected Populations and Organisations concerning their lands, livelihoods, and natural resource usage.

2.2 Impact Mitigation Plan

b. Develop and implement a comprehensive plan to identify, prevent, monitor, mitigate, and account for significant impacts resulting from company activities, including health and safety, social, cultural, and environmental impacts.

2.3 Consultation and Participation

c. The impact mitigation plan shall be developed in consultation with, and where possible, with the participation of Affected Populations and Organisations.

2.4 Local Community Development

d. Commit resources to local community development as part of the plan, in alignment with the needs and priorities of Affected Populations and Organisations.

PREPARED BY:	CHECKED BY:	APPROVED BY:
		
Safety Officer	Sr. EHS Officer	HR - Head
DATE: 20/08/2024	DATE: 20/8/2024	DATE: 20/08/2024

MASTER COPY



RAVIRAJ FOILS LIMITED. EHS PROCEDURE

HR DEPARTMENT	PAGE NO	Page 2 of 4
TITLE: Affected Populations and Organisations Policy	DOC. NO.	RFL/EHS/PR/83
	REV. NO.	00
	EFFECTIVE DATE	20/08/2024
	REVIEW DATE	19/08/2025
	SUPERSEDES	NIL

2.5 Regular Review of the Plan

e. The impact mitigation plan shall be reviewed at least every five years, after any significant changes to the business, or when there is an indication of a control gap.

2.6 Public Disclosure

f. The latest version of the impact mitigation plan shall be publicly disclosed, including information on how Affected Populations and Organisations have been involved.

2.7 Support for Livelihoods

g. Explore opportunities to support and enhance the livelihoods of Affected Populations and Organisations, respecting their rights and cultural practices.

3. Application

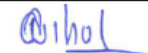
3.1 Scope of Application

This policy applies to all Raviraj Foils Ltd. facilities and operations, with particular attention to areas where APOs are directly or indirectly affected by the company's activities.

4. Background

4.1 Understanding Affected Populations and Organisations

Affected Populations and Organisations include any communities, groups, or individuals whose lands, livelihoods, or cultural practices may be impacted by

PREPARED BY:	CHECKED BY:	APPROVED BY:
		
Safety Officer	Sr. EHS Officer	HR - Head
DATE: 20/08/2024	DATE: 20/8/2024	DATE: 20/08/2024

MASTER COPY



RAVIRAJ FOILS LIMITED. EHS PROCEDURE

HR DEPARTMENT	PAGE NO	Page 3 of 4
TITLE: Affected Populations and Organisations Policy	DOC. NO.	RFL/EHS/PR/83
	REV. NO.	00
	EFFECTIVE DATE	20/08/2024
	REVIEW DATE	19/08/2025
	SUPERSEDES	NIL

Raviraj Foils Ltd.'s operations. This includes both legally recognized and customary rights holders.

5. Points to Consider in Implementing Criterion 9.8

5.1 Identification of Impacts

The Human Rights Due Diligence process conducted under Criterion 9.1 should be used to identify potential issues affecting local communities. Consideration should be given to the area of influence of each operation, including direct and indirect impacts on biodiversity and ecosystem services that APOs rely on.

5.2 Respecting Rights and Customary Practices

Ensure that the legal and customary rights of APOs are respected, even when they do not have formal legal title to lands. Consider seasonal or cyclical use of resources for livelihoods and community purposes.

5.3 Gender and Social Considerations

Recognize the gendered nature of impacts and address potential social conflicts that may arise from changes in community dynamics due to company operations.

5.4 Community Engagement

Establish ongoing frameworks for regular discussion, consultation, and interaction with APOs. Engagement activities should be inclusive, equitable, culturally appropriate, and rights-compatible.

5.5 Review and Revision of the Plan

PREPARED BY:	CHECKED BY:	APPROVED BY:
		
Safety Officer	Sr. EHS Officer	HR - Head
DATE: 20/08/2024	DATE: 20/8/2024	DATE: 20/08/2024

MASTER COPY



RAVIRAJ FOILS LIMITED.

EHS PROCEDURE

HR DEPARTMENT

PAGE NO

Page 4 of 4

TITLE: Affected Populations and Organisations Policy

DOC. NO.

RFL/EHS/PR/83

REV. NO.

00

EFFECTIVE DATE

20/08/2024

REVIEW DATE

19/08/2025

SUPERSEDES

NIL

Regular reviews should be conducted, considering the size and scope of the business, geographic risks, and any changes in the business or external environment that could impact the plan.

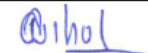
6. Resources and Training

6.1 Guidance and References

For further guidance, reference the Aluminium Stewardship Initiative's guidelines and other relevant industry standards on community engagement and rights protection.

7. Revision History:

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

PREPARED BY:	CHECKED BY:	APPROVED BY:
		
Safety Officer	Sr. EHS Officer	HR - Head
DATE: 20/08/2024	DATE: 20/08/2024	DATE: 20/08/2024

MASTER COPY