



**HUMAN RIGHTS POLICY**

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### PREFACE

<b>Title</b>	<b>Human Rights Policy</b>
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<b>Authorised by</b>	<b>Board of Directors</b>
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<b>Last Revised Date</b>	<b>N.A</b>

JSW Steel Limited (**‘the Company’**) is committed to ensuring and protecting the rights of those who work with it or live in communities surrounding its operations. In furtherance of this commitment, the Board of Directors has adopted this ‘Human Rights Policy’.

The Company’s policy on human rights applies to its operations worldwide and is part of its commitment to ethical and socially responsible behavior.

In line with the Company’s heritage as a responsible corporate citizen, we are committed to respecting the economic, social, cultural, political and civil rights of individuals involved in and impacted by our operations. We hold ourselves to the highest standards of human rights and are committed to supporting and respecting internationally proclaimed human rights principles, in particular the Universal Declaration of Human Rights and the Core Conventions of the International Labour Organisation.

We contribute to the fulfilment of human rights through compliance with local human rights legislation wherever we have operations, as well as through our policies and programs. The Company upholds international human rights standards, does not condone human rights abuses and creates & nurtures a working environment where human rights are respected without prejudice.

### ANTI-DISCRIMINATION

A discrimination free workplace for employees provides the environment in which diverse talents can bloom and be nurtured. This is achieved by ensuring that a non-discrimination policy and practice is embedded across the Company in line with Corporate Principles and benchmarked business practices. JSW Steel acknowledges that every individual brings a different and unique set of perspectives and capabilities to the team. We employ people on the basis of their ability to do the job and we prohibit discrimination based on race, colour, age, gender, sexual orientation, gender identity and expression, ethnicity, religion, disability etc.

## **FREELY CHOSEN EMPLOYMENT**

We do not use forced, bonded or involuntary prison labour in the production of our Products or Services. We ensure that the overall terms of Employment are voluntary.

## **NO CHILD LABOUR**

We comply with local minimum age laws and requirements and do not employ child labour.

Our hiring practices conform with the International Labour Organization conventions for minimum age (C138) and child labour (C182). Employees under the age of 18 should not perform hazardous work and should be restricted from night work if it interferes with educational needs.

## **FAIR WORKING HOURS**

We manage operations to ensure that the working hours do not exceed levels that create inhumane working conditions.

We do not require our employees to work more than the maximum hours of daily labour set by local laws. We provide flexible working practices recognising the need for employees to balance their working life with other interests and responsibilities.

## **FAIR REMUNERATION**

We provide compensation and benefits that are competitive and comply with applicable laws for minimum wages, overtime hours and mandated benefits. For each pay period, we provide employees with an understandable wage statement that includes sufficient information to verify accurate compensation for work performed.

## **SAFE AND HEALTHY WORKING CONDITIONS**

We provide a healthy and safe working environment for employees. The safety and security of employees at our facilities is a key priority. In cases where we provide housing or eating facilities, we operate and maintain them in a safe, sanitary and dignified manner.

## **NO HARSH OR INHUMANE TREATMENT**

We prohibit the physical abuse and harassment of employees, as well as the threat of either.