

HARIOM PIPE INDUSTRIES LIMITED

HUMAN RIGHTS POLICY

Hariom Pipe Industries Limited (HPIL) acknowledging the significant role that businesses can assume in safeguarding human rights over the long term, the company are devoted to upholding the human rights of our employees, communities, and individuals impacted by our activities, regardless of our business locations.

Our commitment entails respecting human rights and seeking to avoid involvement in human rights abuses, identifying, assessing and minimising potential adverse impacts through due diligence and management of issues, and resolving grievances from affected stakeholders effectively.

HPIL endeavours to achieve our commitment by:

- Ensuring favorable adherence to relevant constitutional and regulatory human rights obligations.
- Undertaking an iterative, due diligence process, the focus of which is identifying, assessing and managing potential risks and impacts;
- Aligning our existing policies, processes and activities with our commitment to respect human rights,
- Promoting awareness of the human rights with employees at various levels of our operations through communication;
- Prohibiting all forms of harmful child labour, forced / trafficked labour, discrimination and harassment;
- Prohibiting any contribution to armed conflict or human rights abuses in conflict-affected and high-risk areas
- Prohibiting interference in any way with the establishment, functioning or administration of workers' organisations
- Developing goodwill, creating sustainable employment and stimulating economic opportunities in the communities that host our activities;

This policy shall be reviewed periodically or when needed for its suitability and updated as necessary.
