

HAPPY FORGINGS LIMITED

HUMAN RIGHTS POLICY

Version	Approval date	Description
Version 1	February 7, 2025	original
Version 2	August 4, 2026	Amended

Human Rights Policy

Policy Objective

The objective of this policy is to respect national / international Human Rights principles and policies as fundamental belief. HFL is committed to follow guidelines aligned with International Labour Organisation (ILO) mandates and International Bill of Human Rights.

Policy Scope

► All employees of Happy Forgings Limited, value chain partners, consultants, contractors, its joint ventures and subsidiaries.

Policy Guidelines

Principles And Values

To ensure, human rights are not violated, we are dedicated to:

1. Right To Equality

We are committed to provide equal opportunity in all operations and make workplace free from discrimination in all aspects of business including employment, compensation and benefits, training, promotion, transfer and termination, we will treat individuals in fair and transparent manner, as per the abilities to meet the requirements and standards. We value Diversity, Equity & Inclusiveness.

2. Creating environment free from Discrimination & Harassment

We are committed to maintain workplace that are free from any sort of discrimination or harassment on the basis of Caste, Race, Sex, Colour, Creed, National Origin, Religion, Disability or Handicap, Age, Height, Weight, Veteran status or Marital status.

3. Providing Workplace Security

We are committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats (to the maximum possible extent).

4. Freedom of Association and collective bargaining

HFL recognise our employees' right to join, form or not to join a trade/labour union and participate in collective bargaining as per applicable law, without any fear of reprisal, intimidation or harassment.

5. Right to Freedom and Expression

We believe every employee should have right to freedom of thought, conscience and religion. This right shall include freedom to have belief of his choice, and freedom either individually or in community.

6. Right to safe, healthy & favourable work conditions

Health and safety of our employees is of prime importance to the organization. Our policy is to provide a safe and healthy workplace. Organization implements and comply with applicable safety and health laws and regulations, as well as internal requirements. We maintain positive legal compliance with applicable constitutional and regulatory human rights requirements.

7. Freedom from Slavery and child labour

We prohibit the use of all forms of child labour, forced/trafficked labour, modern forms of slavery and any form of human trafficking. (Refer to Human Trafficking & Slavery Policy)
. No one shall be subjected to torture or to cruel and inhuman treatment or punishment.

8. Right to Privacy

We respect the right to reasonable and appropriate privacy of all our employees, visitors and business partners by taking measures that are prescribed by law. We do not disclose anyone's personal information unless legally mandated.

9. Right of Minorities and Indigenous People

Aligning our existing process and activities with our commitment to respect human rights, as applicable to areas including labour practices, engagement with minorities and indigenous people, in land acquisitions (without any forced eviction), supply chain and security management (public and private security) with such procedure as are established by law.

10. Right to Life and Liberty

We ensure that no one is arbitrary deprived of their life and arrest or detention. No one shall be deprived of his liberty and security except on such grounds and in accordance with such procedure as are established by law.

11. Grievance Redressal Mechanism

We are committed to provide remedy by resolving grievances relating to human rights violations in a timely manner (Refer to Grievance Redressal Policy for details).

12. Communication

We are committed to provide awareness and education on the practice of human rights to our employees at various levels through training and communication. We undertake a due diligence process for identifying, assessing and managing potential risks and impacts related to human rights.

Suppliers, Partners & Dealers

HFL expects all suppliers and dealers to comply with these. We encourage our business partners, contractors, suppliers to enforce these commitments and abide by them in totality in their respective work areas/ operations. We seek to collaborate with entities practising similar values.

Implementation Mechanisms

If any adverse impact of human rights are identified as part of processes, those will be discussed and reviewed in a fair, equitable and transparent manner. HFL reserves the right to terminate any commercial relationship where there is clear evidence of a failure.

We are committed to continually improving human rights performance by sharing good practices and learnings, setting and reviewing targets, and monitoring, reporting and disclosing performance.

Policy Review

The Board reserves its right to review and amend this Policy, if required, to ascertain its appropriateness as per the needs of the Company

Dissemination of Policy

This Policy shall be hosted on the website of the Company .