

M M FORGINGS LIMITED

HUMAN RIGHTS POLICY



1. Purpose:

This policy aims at recognizing and protecting the dignity of all human being. M M Forgings Limited (MMF) recognises the valuable role that business can play in the longer-term protection of human rights.

2. Scope:

The policy shall be applicable and binding on all employees, Directors, officers of the Company and its subsidiaries, who in turn shall ensure that financial consultants, corporate agents, brokers, distributors, vendors, consultants, advisors, suppliers, contractors or other third parties engaged with the Company and its subsidiaries or affiliate companies, are aware of and abide by these policies, across all locations.

3. Prevention of Sexual Harassment.

The Company commits to protect the employees from sexual harassment and ensures the compliance with The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The Company recognizes that protection of women against sexual harassment and the right to work with dignity are universally recognised human rights by international conventions. The company has formed a Policy for sexual harassment of women and also a committee to look into this matter.

4. Misuse of Managerial Authority:

The misuse of the authority vested in managerial authority for personal advantage or misusing it towards juniors or subordinates or a combination of both which results in adverse effects and breeds negativity is called abuse of managerial authority. The Company shall ensure that no managerial authority abuses their power.

5. Human Trafficking and Modern Slavery:

Modern slavery is a fundamental violation of basic human rights and a crime. It takes various forms including slavery, servitude, forced or compulsory labour and human trafficking. The Company is committed to taking steps to ensure that modern slavery does not take place in any part of its own business including supply chains.

6. Equal Opportunity and Inclusion:

6.1 The Company is committed to promoting a workplace that is free from discrimination and prejudice. We MMF, strive to be fair and equal in all our interactions with our customers and make endeavours to not discriminate on the basis of race, colour, religion, sex, sexual orientation, gender identity or expression, pregnancy, age, national origin, disability status, genetic information, protected veteran status, or any other characteristic protected by law.

6.2 The scope of equal opportunity and non-discrimination extends to recruitment, employment, promotion, transfer, training, working conditions, wages and salary administration and employee benefits.

7. Reporting of Violations:

The Company believes in taking feedback from its stakeholders in order to make improvements in these policies. The Company also has a grievance redressal mechanism for dealing with the grievances related to these policies.

The feedback and grievances reported by the employees shall be confidential and secure.

The following policies (grievance mechanism) provides all stakeholders a secure to raise grievances and to report any breach of policies and procedures in the Company:

- 7.1 Policy on Prevention and Redressal of Sexual Harassment at Workplace.
- 7.2 Whistle Blower Policy.
- 7.3 Employee Grievance Policy

The Whistle Officer/ Whistle Committee / Internal Committee of the Company shall be responsible to deal with the grievances related to the breach of these policies.

8 MMF commitment:

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.

9 Summary:

This policy has been framed by the Company out of respect for human rights and to ensure there is no violation of human rights within the organization.

10 Amendment:

The Company reserves the right to amend this policy at any time.
