



## HUMAN RIGHTS POLICY

Birla Cellulose is a part of 'Aditya Birla Group (ABG)', India's first truly multinational corporation with global presence. The group governed by its strong set of values and has a vision of creating value for its multiple stakeholders through its leadership in sustainable business practices.

Birla Cellulose produces a complete range of MMCF's and their specialty variants (VAPs) spanning all the three generations of fibres viz, viscose staple fibre (VSF), modal & lyocell. Birla Cellulose comprises of pulp & fibre manufacturing operations of Grasim Industries Ltd., India; Thai Rayon Public Co. Ltd., Thailand; PT Indo Bharat Rayon, Indonesia; Birla Jingwei Fibres Co. Ltd., China; AV Group NB & AV Terrace Bay, Canada and Domsjö Fabriker AB, Sweden.

Birla Cellulose recognizes the valuable role that business can play in the longer-term protection of human rights. Birla Cellulose is committed to respecting the human rights of our workforce, communities and those affected by our operations wherever we do business (including our contractors and suppliers) in line with internationally recognized frameworks and seek to avoid involvement in human rights abuses.

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

Birla Cellulose endeavors to achieve its commitment by:

- Maintaining positive legal compliance with applicable constitutional and regulatory human rights requirements and conforming to ABG Sustainable Business Framework
- 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' organizations or collective bargaining
- Valuing diversity, equal opportunity and the need to consider the rights of vulnerable groups such as indigenous peoples, women, migrant workers and other minorities
- Respect the right of all workers to form and join a trade union of their choice without fear of intimidation or reprisal, in accordance with national law
- Undertaking an iterative, due diligence process, the focus of which is identifying, assessing and managing potential human rights impacts
- Aligning our existing policies, processes and activities with our commitment to respect human rights, including those that apply to labour practices, fair wages, working hours, healthy & safe work environment, the dignity of the individual, land acquisition, supply chain, and security management
- Promoting awareness of the human rights with employees at various levels of our operations through training and communication
- Engaging with stakeholders in an inclusive, transparent and culturally appropriate manner on human rights concerns related to our business activities and make required public disclosures
- Building the awareness among employees and workers on human rights, including labour rights, encouraging them to speak up without retribution about any concerns they may have, through grievance channels.
- Providing access to remedy by resolving grievances in a timely and culturally appropriate manner

- Influencing our contractors, suppliers and other organizations with whom Birla Cellulose has a leverage to adopt ABG Sustainable Business Framework for encouraging and supporting the development of equivalent/consistent management systems
- Developing goodwill, creating sustainable employment and stimulating economic opportunities in the communities that host our activities
- Establishing clear accountability by assigning adequate resources and responsibilities for effective management of human rights risks
- Continually improving human rights performance by sharing good practices and learnings, setting and reviewing targets, and monitoring, reporting and disclosing performance

Birla Cellulose shall implement this policy across all its global operations.

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

Date: 1<sup>st</sup> June 2021



**Dilip Gaur**

Business Director, Pulp and Fibre Business