Human Rights Policy

TRL Krosaki Refractories Limited ("TRLK") is committed to upholding human rights as an integral aspect of doing business across all operations and value chain. We have SA-8000 and ISO 45001:2018 certifications which reflects our dedication to fair labor practices, safe workplaces, welfare programs and active employee participation. This Policy is endorsed by the senior management of TRL Krosaki Refractories Limited ("TRLK") and is aligned with the Universal Declaration of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work and the eight ILO Core Conventions, the United Nations Guiding Principles on Business and Human Rights (UNGPs), the UN Global Compact (Principles 1–6), the OECD Guidelines for Multinational Enterprises and Social Accountability Standard SA 8000:2014.

Scope

This policy applies to all TRLK employees and operations under TRLK's operational control. It also applies to contractors working at TRLK sites and to suppliers/service providers to the extent defined in TRLK's supplier requirements, contracts and procurement processes.

Our Commitment

- Provide a fair and respectful workplace with zero tolerance for discrimination, harassment, or retaliation, and ensure equal opportunity including for persons with disabilities.
- Achieve 10 % women participation in total work force in organization by 2030.
- Zero tolerance for child labour, forced labour, slavery and human trafficking across all operations and value chain partners.
- Uphold employee's rights to free association and collective bargaining, engaging with unions to ensure their perspectives are respected in workplace decisions.
- Protect the employees and stakeholders' privacy by responsibly managing personal data in compliance with laws, Data Protection Regulations and ISO/IEC 27701:2019 standards.
- Ensure fair, competitive, and performance-linked pay, with all employees and contract workers receiving wages at or above the living wage.
- Maintain a reasonable working hour in line with local regulations to protect employees's health and safety.
- Provide Safe, healthy workplace by actively managing human rights risks and promoting a culture of safety across operations.

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- Develop and implement comprehensive employee development programs by providing training, awareness initiatives and support for higher education to enhance career growth and professional advancement.

- Promote community development through Corporate Social Responsibility (CSR) initiatives focused on education, women's empowerment, training and skill development & the enhancement of local infrastructure to address essential community needs.

- Prohibit modern slavery, human trafficking, bonded labour and any form of involuntary or compulsory labour across all operations and value chain and require the same commitment from contractors and suppliers.

- Extend equal human rights and labour standards to contract workmen, migrant workers and workers engaged through third-party agencies, including responsible recruitment practices that prohibit recruitment fees being charged to workers.

- Provide accessible, confidential, and non-retaliatory grievance channels for all workers and stakeholders, designed in line with the effectiveness criteria of the UN Guiding Principles on Business and Human Rights and ensure timely remediation of any adverse impacts.

- Embed human rights criteria in supplier selection, on-boarding, and periodic assessments and engage suppliers on capacity-building for human rights compliance.

Human Rights Due Diligence:

TRLK integrates this policy into HR processes and site practices, including recruitment, onboarding, training, working hours controls, wage compliance checks, contractor management and grievance handling. Compliance is monitored through internal audits, SA8000 systems, and management reviews, with corrective actions tracked to closure.

Governance Mechanism:

The Divisional Head – Human Resource is responsible for implementing and monitoring this Policy, driving continuous improvement, designing and executing measures to identify mitigate risks within the area of responsibility. Progress on key matters and performance updates will be reported periodically to the Management.

Review & Amendment:

The Management shall review the policy on three-year basis and updated as per requirement due to changes in law and regulation or any other urgent market conditions and revise the same, to keep the policy updated with necessary legal and internal changes. This Policy shall be made publicly available on the Company's website.

This Policy shall be effective from **1st June 2026.**

(P. K. Naik)
Managing Director

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