



LLOYDS ENGINEERING WORKS LIMITED
(Formerly known as Lloyds Steels Industries Limited)

🌐 www.lloydsengg.in

📍 CIN: L28900MH1994PLC081235

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LLOYDS ENGINEERING WORKS LIMITED

HUMAN RIGHTS POLICY

® Registered Office : Plot No. A-5/5, MIDC Industrial Area, Murbad, District Thane – 421 401 | +91 2524 222271 | +91 95456 54196
© Corporate Office : A-2, 2nd Floor, Madhu Estate, Pandurang Budhkar Marg, Lower Parel (W), Mumbai – 400 013 | +91 22 6291 8111
‡ Works : Plot No. A-5/4, A-5/5 & A-6/3, MIDC Industrial Area, Murbad, District Thane – 421 401
: K-3, Additional Murbad Industries Area, Kudavali Village, MIDC Murbad, District Thane – 421 401

Lloyds Engineering Works Limited (“The Company”) understands that business can play a valuable role in the long- term protection of human rights. The Company believes in the firm commitment towards 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 recognised frameworks including the Social Accountability 8000 International Standard and its associated international instruments.

Our commitment entails respecting human rights and seek 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.

Achieving our commitments to Human Rights

We aim to achieve our commitment to Human Rights as under:

1. We respect and comply with all applicable laws and regulations including human rights laws.
2. All our policies and procedures are aligned towards respecting human rights, including those that apply to labour practices, land acquisition, supply chain and security management.
3. We bring in awareness on human rights with employees and workers at various levels through awareness sessions and communication.
4. We ensure that all our employees and workers are treated with dignity and respect irrespective of their race, gender, religion, caste, age, marital status, union membership and family status.
5. Where appropriate we engage with all stakeholders in an inclusive, transparent and culturally appropriate manner on human rights concerns related to our business activities.
6. We prohibit all forms of child labour, forced / trafficked labour, discrimination and harassment.
7. We have zero tolerance towards sexual harassment and have a strong process to investigate and punish the offender.
8. We do not interfere in any way with the establishment, functioning or administration of workers’ organisations or collective bargaining.
9. We respect the right of workers to form and join a trade union of their choice without fear of intimidation or reprisal, in accordance with national law.
10. We provide access to remedy by resolving grievances in a timely and culturally appropriate manner.
11. We establish clear accountability by assigning adequate resources and responsibilities for effective management of human rights risks.
12. We respect the privacy of all our employees and business partners and take all reasonable steps to protect their personal data and not disclose the same to anyone unless legally mandated.
13. We strive to continually improve human rights performance by sharing good practices and learnings, setting and reviewing targets, and monitoring, reporting and disclosing performance.

Grievance Mechanisms and Reporting

Any grievance regarding any human rights violation should be brought to the attention of respective Project Manager or Head of Department. The Second level redressal will be done with HR representative where disciplinary action needs to be taken.

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Protecting the Identity of the Informer

All observations, grievances brought to the notice of the concerned Heads would be dealt with similar to the Whistle Blower Policy and the identity of the informer would be kept utmost confidential and no action whatsoever would be taken against this person.

This policy applies to all the Directors, Senior Management and all the employees and workers. The Company also expects all its suppliers and vendors to uphold these principles and urges them to adopt similar policies within their own businesses.

The Board of Directors, including the Chairman and Managing Director, oversees the Human Rights Policy and will review this policy periodically for its suitability and updated as necessary.