



JUPITER WAGONS LIMITED

CIN: L28100MP1979PLC049375

Human Rights Policy



1. Preface

Jupiter Wagons Limited (also referred to as “JWL” or “the Company”) acknowledges its responsibility to respect and protect human rights across its business operations. The Human Rights policy (also referred to as “the policy” or “this policy”) demonstrates its commitment to uphold the human rights of the workforce, communities, and all stakeholders affected by its operations. JWL’s commitments towards human rights are aligned with the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the Universal Declaration of Human Rights, and other relevant national and international frameworks.

2. Scope

This policy applies to all Board members, employees (permanent and temporary), workers, contractors and suppliers, impacted by JWL's operations.

3. Policy Commitments

a) Respect for human rights

JWL upholds the dignity and human rights of all stakeholders and is committed to foster a culture of fairness, equality, and inclusivity across its operations. The company strictly prohibits any direct or indirect contribution to armed conflict or human rights abuses, particularly in conflict-affected and high-risk areas.

b) Dignity of stakeholders

- **Engagement with local and indigenous communities:**

JWL ensures meaningful, transparent, and participatory consultations with local and indigenous communities. Decisions impacting these groups will be based on free, prior, and informed consent, particularly for developmental projects.

- **Treatment of employees and workers:**

The Company ensures a workplace environment free from harassment, exploitation, and discrimination. All forms of verbal, physical, and psychological abuse are strictly prohibited.

c) Prohibition of child and forced labour

- **Child labour:**

The Company unequivocally prohibits the employment of child labour within its operations and value chain. Suppliers, contractors, and business partners are mandated to adhere to this principle, with compliance verified through periodic audits and inspections.

- **Forced labour:**



JWL strictly prohibits any form of bonded, forced, or compulsory labour. Employees and workers are entitled to freely choose their employment and work under just and equitable conditions.

c) Promotion of diversity and inclusion

JWL is dedicated to foster a workplace that celebrates diversity and inclusivity. Discrimination or harassment based on race, ethnicity, gender, age, disability, sexual orientation, religion, or political opinion is strictly prohibited. Recruitment, training, and promotions are merit-based, ensuring fairness and equal opportunity for all.

d) Fair wages and working conditions

- **Fair wages:**

The Company ensures that wages comply with applicable legal standards, including the Minimum Wages Act, and are reviewed periodically to maintain fairness and equity.

- **Safe and healthy work environment:**

JWL prioritizes workplace safety by adhering to international and national standards, conducting regular risk assessments, and providing training to employees and workers.

e) Health, safety, and environmental standards

The Company is committed to maintaining a safe, healthy, and environmentally responsible workplace by implementing stringent policies and practices to minimize occupational hazards and environmental impact.

f) Supplier and contractor compliance

Suppliers and contractors are expected to uphold the principles of this Policy.

g) Human rights awareness and training

Regular training programs are conducted for employees, workers, and management personnel to promote awareness of human rights issues, ethical practices, and inclusivity.

4. Implementation

The policy will be effectively communicated to all employees, workers, contractors, and other stakeholders. It will also be displayed prominently on internal communication portals and other accessible platforms. The Human rights policy establishes clear accountability by assigning adequate resources and responsibilities for effective management of human rights risks; and continually improving human rights performance by sharing good practices and learnings, setting and reviewing targets and monitoring, reporting and disclosing performance.

5. Grievance Mechanism and Reporting

JWL provides a confidential and accessible grievance mechanism to report any breaches of this policy. Stakeholders can escalate concerns through the following channels:



- a) Primary Reporting: All grievances should be reported to the HR
- b) Escalation: Unresolved issues will be forwarded to the Plant Head or BRSR Committee for effective redressal.
- c) Anonymous Reporting: JWL ensures a secure, anonymous reporting mechanism for employees and stakeholders who wish to report violations without fear of retaliation.

Any breach of this policy may lead to disciplinary action, including termination of employment or partnerships and legal consequences as applicable.

6. Monitoring

The BRSR committee will have the primary responsibility for overseeing and establishing the policy, while the designated coordinators will be tasked with its comprehensive implementation.

7. Review and Amendment

This policy shall be reviewed and evaluated as and when required to establish and confirm that it meets the objectives of the relevant legislation and remains effective. The Board has the complete right to make amendments to this policy in whole or in part, at any point of time without assigning any reason, whatsoever.