JUPALCO
THINK ALUMINIUM. THINK JUPALCO.

HUMAN RIGHTS POLICY

At JUPALCO, we are committed to respecting and upholding the human rights of all individuals impacted by our operations. We recognize the dignity and rights of every person and integrate these values into our culture, decisions, and day-to-day actions across the business.

This policy applies to all JUPALCO operations and stakeholders throughout our value chain and across all geographies.

At JUPALCO, we are dedicated to:

- Respecting internationally recognized human rights frameworks, including the UN Guiding Principles on Business and Human Rights, ILO Conventions, and the Universal Declaration of Human Rights.
- Ensuring a fair, and non-discriminatory workplace free from child labour, forced labour, harassment, or any form of abuse.
- Safeguarding the physical well-being and safety of employees.
- Promoting diversity, equal opportunity, and equal pay for work of equal value.
- Respecting workers' rights to freedom of association, collective bargaining, and participation in workers' organisations.
- Paying fair wages and compensation and regularly reviewing them in line with industry practices.
- Providing access to grievance redressal mechanisms and promoting a culture of transparency through our and Whistleblower Policy.
- Conducting regular human rights due diligence and risk assessments to identify, mitigate, and manage potential adverse impacts.
- Protecting the privacy and confidentiality of employee, customer, and supplier data.
- Engaging with local communities, including but not limited to vulnerable and indigenous groups, in a transparent and culturally sensitive manner.
- Encouraging our suppliers and contractors to adopt and align with our human rights commitments.

HUMAN RIGHT POLICY

This policy is communicated to all stakeholders and reviewed every two years to ensure continued relevance and alignment with evolving human rights expectations.

September 17, 2025

Managing Director

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