



SARDA ENERGY & MINERALS LIMITED

Regd. Off: 73-A, Central Avenue, Nagpur (MH.) 440018
Ph: +91-712-2722407; Fax: +91-712-2722107 Email: cs@seml.co.in
URL: www.seml.co.in CIN: L27100MH1973PLC016617

Human Rights Policy

1. Preamble

Sarda Energy & Minerals Limited (hereinafter referred to as “SEML” or “the Company”) acknowledges the important role that businesses play in safeguarding and promoting human rights across their workforce, local communities, suppliers, and other business partners. The Company is committed to fostering an organizational culture grounded in policies that support the protection of human rights and seek to prevent any form of human rights abuse. In this regard, the Company aligns with and supports the human rights principles enshrined in the International Labour Organization (ILO) Core Conventions on Labour Standards.

2. Effective Date

This Policy comes into effect from 23.05.2026.

3. Employees

The Company is committed to respecting the human rights of its employees, including the principles of non-discrimination, the prohibition of child and forced labour, freedom of association, and the right to collective bargaining. The Company strives to ensure that no employee is subject to discrimination or harassment on the basis of gender, religion, ethnicity, disability, or any other protected characteristic. It continuously works toward fostering a positive and inclusive work environment in which merit, based on qualifications and performance, remains the sole criterion for recruitment, advancement, and performance evaluation, and where the workplace is free from all forms of harassment, including physical, verbal, psychological, and sexual harassment.

Human rights policy would be promoted among all employees & workers at various levels of the organization through training and communications.

4. Suppliers and Contractors

To evaluate and select suppliers and contractors while considering the company's Human Rights Policy and to monitor their performance wherever appropriate. To ensure as far as feasible, that there is no child, forced, trafficked or slave labour in the Company's value chain.

5. Local Communities

- i) To respect and uphold the cultures, customs, and values of the communities in which the Company operates
- ii) To contribute to the advancement of human rights by supporting improvements in economic, environmental, and social conditions, and by acting as a responsible and positive presence within local communities
- iii) To maintain transparent and constructive engagement with stakeholders through open dialogue and active participation in community engagement initiatives



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6 Society

- a) To engage, where appropriate, in public affairs in a responsible and non-partisan manner, with the objective of promoting and supporting internationally recognized human rights
- b) To contribute positively, within the Company's spheres of influence, to capacity-building initiatives that support the realization and advancement of human rights in the regions where the Company operates
- c) To promote environmental sustainability and sustainable development through the Company's core business activities, as well as through participation in relevant multi-stakeholder initiatives, where appropriate
- d) To uphold the highest standards of business ethics and integrity, and, where relevant, to support the efforts of national and international authorities in establishing, strengthening, and enforcing such standards across the business ecosystem

7 Human Rights Statement

The Company is committed to fostering an organizational culture that upholds and supports internationally recognized human rights, as set out in the Universal Declaration of Human Rights, and is dedicated to avoiding any form of complicity in human rights violations.

The Company's commitment to the realization of human rights is set out in its Human Rights Policy. Key human rights issues are embedded in internal risk assessment processes and guidelines, as well as being addressed explicitly in other documents like Supply Chain Policy, Supplier Code of Conduct, and ESG policy.

8 Grievance Redressal Mechanism

The Company is committed to preventing human rights violations and ensures adherence to this Policy through mechanisms implemented by the Human Resources Department and overseen by the Audit Committee. The Company undertakes an ongoing and iterative due-diligence process to identify, assess, and mitigate potential human rights-related risks and impacts. All grievances are addressed and resolved in a timely manner.

9 Review and Amendment

The implementation of this Policy shall be monitored periodically to assess its effectiveness and alignment with organisational objectives.

The Policy shall be reviewed and updated as required to reflect changes in regulatory requirements, stakeholder expectations, or business context.