

Thal Human Rights Policy: Respecting Everyone, Always

At The Thal Industries Corporation Limited, we believe in treating everyone with dignity and respect, no matter who they are or where they come from. This respect for human rights is a fundamental value that shapes our interactions with employees, suppliers, and communities.

We are pioneers in our sector to adopt the UN Guiding Principles on Business and Human Rights (UNGP), which align with our corporate values and commitment to positive global impact. The commitment also extends to adherence to the International Labor Organization's Declaration on Fundamental Principles and Rights at Work as well as the principle of Free, Prior, and Informed Consent (FPIC) under the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP).

This Human Rights Policy guides our actions and decisions across The Thal Industries Corporation Limited and its subsidiaries. We expect our independent suppliers and partners to uphold the same standards.

Our Commitment and Promise:

- We are firmly committed to the UN Guiding Principles on Business and Human Rights (UNGP), prioritizing the protection of everyone's fundamental rights.
- Preventing human rights abuses is a top priority for The Thal Industries Corporation Limited, throughout our company and supply chain.
- We acknowledge our heightened responsibility towards vulnerable groups, including minority communities, women, migrant workers, disabled persons, and children.
- We actively identify and address human rights risks across our operations and value chain.
- Through due diligence and stakeholder engagement, we strive to prevent and mitigate potential human rights violations.
- We are committed to providing and cooperating in access to remedy, ensuring individuals and communities have recourse for any human rights concerns.
- If any issues arise, we'll work hard to find solutions and make things right.

Essential Features of Our Human Rights Policy:

- **Ensuring a Safe and Healthy Workplace:**
We actively identify and mitigate potential hazards, while fostering open communication and collaboration with our workforce to continuously improve safety practices. We extend this commitment to the communities where we operate, working to identify and address potential risks and ensuring our business activities have no negative impact on those communities.
- **Building a Diverse and Inclusive Workplace:**
We ensure everyone has equal opportunities and is treated fairly, regardless of their background. All of our workers deserve equal dignity and respect. We

actively promote diverse, unbiased, and inclusive workplaces where everyone has the opportunity to prosper.

We ensure that all employees are treated fairly and have equal access to opportunities, regardless of their race, sex, color, national or social origin, ethnicity, religion, age, disability, health status, sexual orientation, marital status, pregnancy, gender identity or expression, political opinion, or any other protected category under applicable law.

➤ **Zero Tolerance for Harassment and Discrimination:**

We have zero tolerance for any form of harassment or discrimination. This includes discrimination based on race, gender identity, age, language, religion, property/wealth, nationality, ethnic/social origin, caste, disability, pregnancy, indigeneity, union affiliation, political affiliation, marital/family status, personal relationships, health status, sexual orientation, or other non-valid reasons irrelevant to the job. This applies to our management, employees, and all the stakeholders of our company.

In addition, we commit to the ILO Equal Remuneration Convention, 1951 (No. 100) and the Discrimination (Employment and Occupation) Convention, 1958 (No. 111).

➤ **Freedom of Association and Collective Bargaining:**

We respect the right of all workers to join or form labor unions and engage in collective bargaining. We are committed to providing a safe and respectful environment free from intimidation, harassment, or retaliation for exercising these rights. We support all forums for worker dialogue and engagement.

We commit to the ILO Freedom of Association and Protection of the Right to Organize Convention, 1948 (No. 87), and the Right to Organize and Collective Bargaining Convention, 1949 (No. 98).

➤ **Freedom from Forced Labor:**

The Thal Industries Corporation Limited is committed to preventing forced labor in our operations. We prohibit all forms of forced labor, including prison labor, indentured labor, and human trafficking. All workers must be free to choose their employment, understand their terms of employment, and move freely without restrictions. We ensure that recruitment fees are borne by the company, not the worker.

We are committed to not employing or benefiting from situations that fall under forced labor as meant in the ILO Forced Labor Convention, 1930 (No. 29) and the Abolition of Forced Labor Convention, 1957 (No. 105).

➤ **Freedom from Child Labor:**

The Thal Industries Corporation Limited is committed to preventing child labor. We do not hire anyone under the legal working age. We also prohibit the employment of anyone under 18 years. We verify the age of all employees at

the time of hiring and have extensive controls in place to prevent and/or address any potential violations such as recruitment policy and child remediation policy.

We commit to the ILO Minimum Age Convention No. 138 (1973) and the ILO Worst Forms of Child Labor Convention, 1999 (No. 182).

- **Promoting Employee Well-being through Fair Compensation and Benefits:**
The Thal Industries Corporation Limited is committed to fair wages and benefits for all employees. We provide competitive compensation aligned with local standards and labor agreements, ensuring wages meet or exceed the legal minimum. All compensation and wages are paid on time and in full with clear pay statements. We also prohibit wage deductions as a disciplinary measure. We provide fair compensation that allows people to live comfortably.
- **Working Hours and Rest Periods:**
The Thal Industries Corporation Limited recognizes the importance of work-life balance and provides fair compensation for overtime. We strive to meet the international and national standards for working hours and rest periods, including a maximum of 48-hour workweek or a 60-hour workweek with a maximum of 12 hours overtime, a minimum of 8 hours rest between workdays, and at least 24 consecutive hours of rest per week.
- **Respecting Land Rights and FPIC Commitments:**
The Thal Industries Corporation Limited respects all legitimate land rights, including those of Indigenous communities, if applicable. We have a zero-tolerance policy for land grabs and adhere to the principles of Free, Prior, and Informed Consent (FPIC) in all land acquisition processes.
- **Water Stewardship**
At The Thal Industries Corporation Limited, we recognize the connection between water, the environment, and human well-being. We are committed to responsible water stewardship and minimizing our environmental impact through various initiatives:

We prioritize water as a human right and take a proactive approach to manage it responsibly. We assess local water risks, collaborate with stakeholders, and implement source water protection plans to ensure sustainable water use and access for all workers, stakeholders, and local communities.
- **Environmental Responsibility:**
We actively work to reduce our carbon footprint through science-based targets and initiatives (SBTI) promoting energy efficiency, renewable energy, and greenhouse gas (GHG) reduction. We also support biodiversity conservation and responsible waste management practices.

Through these efforts, we strive to contribute to a more sustainable future and minimize our negative impact on the planet and its resources.

➤ **Right to Privacy:**

We respect the data privacy of all of our stakeholders and take data protection seriously. We have robust safeguards in place to protect their personal information and provide clear channels for them to raise questions or concerns. We are committed to transparency and responsible data use, exceeding legal requirements to ensure their trust.

➤ **Prioritizing Consumer Health:**

Our commitment to human rights extends to our customers and consumers. We are committed to responsible marketing and providing transparent and accessible information, empowering consumers to make informed choices consistent with a healthy lifestyle.

➤ **Responsible Sourcing:**

We partner with suppliers who share our commitment to human rights. Upholding ethical standards within our supply chain is paramount. We work with suppliers to address human rights concerns, but we will ultimately sever ties with those who fail to demonstrate meaningful progress.

➤ **Building Trust and Collaboration: Commitment to Stakeholders:**

Open communication and collaboration with communities, workers, human rights defenders, and other stakeholders are crucial to The Thal Industries Corporation Limited. We actively seek their perspectives and ensure their voices are integrated into our decision-making. We prioritize the safety and well-being of these stakeholders, taking all necessary measures to protect them from harm or retaliation. We value these relationships as essential for our success and our commitment to ethical engagement with the world.

➤ **Grievance and Remedy:**

The Thal Industries Corporation Limited understands that even with strong human rights commitments, there is a risk of adverse impacts occurring within our complex supply chain. We are committed to providing or facilitating access to remedy where we have caused or contributed to these impacts, and we encourage our suppliers and partners to do the same for impacts directly linked to our business. We have established accessible grievance mechanisms for stakeholders and individuals to seek resolution, and we collaborate with others to prevent, mitigate, and address any adverse impacts.

Making it Happen:

- We regularly assess our practices and those of our suppliers to identify and address any potential human rights risks.
- We integrate human rights considerations into all of our decisions, from procurement to how we deliver our products.

- We actively listen to our employees, communities, and partners to understand their concerns and work together to find solutions.

Empowering Everyone:

- We provide training and awareness programs on human rights for all our employees and direct suppliers.
- We have a clear and accessible system for anyone to report any concerns they may have about human rights issues.

Continuous Improvement:

We're always striving to do better. We'll keep learning, updating our policies, and working with others to ensure everyone's rights are respected.

Contact Us:

If you have any questions or concerns about our human rights policy, please don't hesitate to contact the Human Resources department at our Head Office.

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Together, we can create a world where everyone is treated with respect and dignity.



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