



JAMNA AUTO INDUSTRIES LIMITED

Working Conditions and Human Rights Policy

The Company is committed to maintaining the highest standards of working conditions and protecting the human rights of all individuals employed by or associated with the Company, in accordance with global norms and legal requirements. We recognize the importance of fair treatment, respect, and dignity at the workplace, and ensure that our operations are in line with the principles of international labor standards and human rights conventions.

1. Scope

This Policy applies to all plants, offices, and establishments of the Company and its subsidiaries. We also expect our suppliers, vendors, and business partners to align their operations with the principles outlined in this Policy.

2. Child Labor and Young Workers

We strictly prohibit child labor and any form of exploitation of young workers. Individuals below the legal working age, as defined by applicable local laws, will not be employed or engaged in any capacity. We ensure that young workers receive appropriate training and development, and that their work environment is free from risks to their health, development, or mental well-being.

3. Wages and Benefits

We ensure fair compensation and benefits that meet or exceed the legal minimum standards set by local applicable laws and industry standards. Compensation includes competitive wages, statutory benefits such as social security, and any other additional benefits in line with company policies. We also strive to maintain transparent pay structures to foster trust and equity.

4. Working Hours

We comply with all applicable regulations regarding working hours. Our working hours are designed to ensure a safe and balanced environment for all workers and employees. We encourage a healthy work-life balance by avoiding excessive hours and supporting flexible working arrangements where possible.

5. Slavery and Modern Slavery (Slavery, Servitude, and Forced or Compulsory Labor and Human trafficking)

We maintain a strict zero-tolerance policy against any form of slavery, modern slavery, servitude, forced or bonded or compulsory labor any other form of compulsory labor such as human trafficking. We ensure that all individuals enter employment voluntarily and are free to leave or change employment at any time, in accordance with applicable laws.

6. Freedom of Association and Collective Bargaining

We uphold and respect the right of workers to freely associate, form, and join trade unions of their choice. We support constructive dialogue between management and workers and encourage collective bargaining to foster a cooperative relationship that benefits both parties. Retaliation or discrimination against workers or employees who engage in these activities is prohibited.



7. Harassment and Non-Discrimination

We are committed to providing a workplace free from harassment, bullying, any form of discrimination, and physical, psychological, or verbal abuse. We ensure equal opportunities in recruitment, training, and promotion, regardless of race, gender, age, religion, disability, or any other characteristic protected by law. Company fosters and promotes an inclusive culture where diversity is valued and individuals are empowered to speak freely and contribute fully. We enforce a strict policy against any form of harassment, and provide effective grievance procedures to address concerns of discrimination or inappropriate conduct.

8. Women's Rights

We are committed to provide equal opportunities for women in all aspects of employment. We firmly believe in gender equality and provide a work environment that supports the professional growth and development of women. We ensure equal pay for equal work, that women are compensated fairly without discrimination.

9. Workplace Ergonomics

The Company promotes ergonomic design in workplace layout, seating arrangements, tools, and machinery to support workers and employee well-being and efficiency. This reduces risk of injuries arising from poor posture, repetitive movements, or incorrect workstation setup.

Workplace Design: All office and shop-floor workstations will be designed considering ergonomic principles to give workers and employees comfortable movement and allow them to maintain a proper posture while taking into account cost, efficiency and technicalities of work, equipment or machine. Adequate working environment (temperature, humidity, lighting, noise, vibration etc.) will be ensured to minimize strain.

Tools and Equipment: Tools and machinery will be designed or selected (size, shape, suitability for tasks, easy to use by all including disabled etc.) to minimize repetitive strain and awkward movements.

Work Practices: Workers and employees are encouraged to take periodic breaks, especially during repetitive or screen-based tasks considering nature of work and work exigencies. Job rotation and task variety will be introduced wherever feasible to reduce repetitive stress.

10. Community Rights & Social Commitment

We are committed to upholding and respecting the rights of the local communities around our establishments. We recognise our responsibility to ensure that our presence contributes positively to their well-being, dignity, and access to opportunities.

We integrate the principles of equality, respect, and non-discrimination into all aspects of our operations, ensuring fair employment practices, unbiased access to opportunities, and a workplace culture that values diversity. We also engage with local communities through transparent and regular consultations to understand their concerns, respect their cultural heritage, and support their meaningful participation in decisions that may affect them. Through these efforts, we aim to foster strong community relationships and promote inclusive and responsible growth.



11. Private or public security forces

We ensure that all private and public security personnel deployed at our plants, offices, and project sites uphold the human rights, dignity, and safety of every individual and local community while protecting company assets. All security agencies engaged by the Company are required to train their personnel on human rights principles and ethical conduct. The Company has established a grievance mechanism to prevent, identify, and address any potential violations. Through these measures, we aim to protect our assets responsibly while upholding the dignity, rights, and safety of everyone.

12. Land, Forest, and Water Rights Policy Statement

The Company upholds human rights and the legitimate land, forest, and water rights of communities, minorities, and indigenous peoples in areas where it operates or proposes to operate. We recognize that legitimate land tenure and sustainable management of natural resources are essential for local livelihoods and community well-being. The Company shall not knowingly undertake projects that infringe upon the legitimate land, forest, or water rights of affected stakeholders or cause forced evictions. Prior to making any investment or project-related decision, the Company shall conduct meaningful consultations with affected and neighboring communities. Appropriate social and environmental due diligence shall be undertaken for the projects and where a project proceeds, the Company shall monitor its operations to ensure continued respect for legitimate land, forest, and water rights and to prevent any occurrence of forced eviction or involuntary displacement.

13. Implementation and Monitoring

To ensure the effective implementation of this policy, we will conduct regular audits & assessments to monitor compliance with human rights and working conditions. We will provide training and awareness programs to all workers and employees on their rights and responsibilities under this Policy.

14. Compliance

Our goal is to create a workplace that upholds the dignity and rights of every individual, fostering a positive and inclusive work environment. All workers and employees shall comply with this Policy and cooperate in its implementation. Any violations or non-compliance with this policy will result in disciplinary action, in accordance with the Company's policies and procedures.

*The Policy was last amended on January 21, 2026.