



MMTC-PAMP Human Rights Policy Statement

MMTC-PAMP India Private Limited (“MMTC-PAMP”) recognises the valuable role that the Organisation can play in the longer-term protection of human rights. We are committed to respecting the human rights of our workforce, communities and those affected by our operations wherever we do business (including our contractors and suppliers) in line with internationally recognised frameworks including the Social Accountability 8000 International Standard, International Labour Organisation and its associated international instruments.

Commitment

MMTC-PAMP’s commitment to human rights is long-standing and is reflected in our Code of Ethics Principles and practices through which we seek to avoid involvement in human rights abuses, identifying, assessing and minimising potential adverse impacts through due diligence and management of issues and resolving grievances from affected stakeholders effectively. MMTC-PAMP is committed to maintaining and improving systems and processes to avoid complicity in human right violations

Implementation

MMTC-PAMP endeavours to achieve our commitment by:

- Maintaining positive legal compliance with applicable constitutional and regulatory human rights requirements;
- Undertaking an iterative, due diligence process, the focus of which is identifying, assessing and managing potential risks and impacts;
- Aligning our existing policies, processes and activities with our commitment to respect human rights, including those that apply to labour practices, supply chain, and security management;
- Promoting awareness of the human rights with employees at various levels of our operations through training and communication;
- Engaging with stakeholders in an inclusive, transparent and culturally appropriate manner on human rights concerns related to our business activities;
- Valuing diversity, equal opportunity and the need to consider the rights of vulnerable groups such as indigenous peoples, women, migrant workers and other minorities;
- Prohibiting all forms of harmful child labour, forced / trafficked labour, discrimination and harassment;
- Prohibiting any contribution to armed conflict or human rights abuses in conflict-affected and high-risk areas.
- Providing access to remedy by resolving grievances in a timely and culturally appropriate manner;
- Influencing our contractors, suppliers and other organisations with whom MMTC-PAMP has a leverage to adopt our MMTC-PAMP Responsible Precious Metal Policy and to encourage and support the development of equivalent management systems; and

- Continually improving human rights performance by sharing good practices and learnings, setting and reviewing targets, and monitoring, reporting and disclosing performance.

This policy shall be reviewed periodically for its suitability and updated as necessary

Date: 19-Mar-2020