 सेल SAIL	STEEL AUTHORITY OF INDIA LIMITED Corporate Rules Section	Date of Issue 11 th September, 2023
	Reference No. PER/Rules/2310	Date of Effect 11 th September, 2023

SAIL HUMAN RIGHTS CHARTER

1.0 CHARTER STATEMENT

1.1 At SAIL, we deeply value the vital role that companies can play in safeguarding and promoting human rights in the long term. As a leading corporate, we recognize our responsibility to uphold the spirit of human rights, as outlined in existing international standards, such as the Universal Declaration and the Fundamental Human Rights Conventions of the International Labour Organization.

Our commitment extends to respecting the human rights of our workforce and all individuals associated directly or indirectly with our operations including our contractors, suppliers and their employees. To achieve this, SAIL continuously strives to adhere to recognized frameworks.

Through this charter, we strive to ensure that human rights are safeguarded throughout our operations, and we continue to create an environment where dignity, fairness, and respect are fundamental values for all stakeholders involved.

2.0 OBJECTIVE

- 2.1 To express our commitment to carry out the business with ethical values and embrace practices that support human rights in every aspect of its function.
- 2.2 To strengthen the charter framework to guide and facilitate our employees in upholding SAIL's commitment to treat all human beings with respect and dignity

3.0 APPLICABILITY


3.1 This charter shall cover all persons whose human rights can potentially be impacted by our operations and accordingly it includes all the personnel who are working for or on the behalf of the Company, Contract workers engaged by the Contractors under different job contracts, communities impacted by company's operations, consumers/customers of the company's products, employees of value chain partners such as suppliers, vendors, dealers, distributors, sales representatives, franchisees and the family members of all the SAIL employees.

4.0 OUR COMMITMENTS

4.1 **Protect Human Rights and reinforce the culture of inclusivity, diversity and equality:**

SAIL is committed to foster an enabling work-environment that values diversity, promotes equality, and ensures that all employees & our business partners, regardless



 सेल SAIL	STEEL AUTHORITY OF INDIA LIMITED Corporate Rules Section	Date of Issue 11 th September, 2023
	Reference No. PER/Rules/2310	Date of Effect 11 th September, 2023

of their social & cultural backgrounds, may have equal opportunities to thrive and reach their full potential.

SAIL actively encourages diversity by embracing employees from various backgrounds, cultures, and experiences. We, in SAIL, believe that diverse perspectives enrich our organization and lead to innovative solutions. Our commitment to equal opportunity ensures that all hiring and promotion decisions are based on skills, qualifications, and merit, without any discrimination based on factors such as gender, religion, caste, ethnicity, or disability.

By fostering understanding to address unconscious biases, cultural differences and respectful communication, we create an inclusive work environment where every employee feels valued and heard.

4.2 **Empowering Local Vulnerable Groups and Stakeholders Engagement:**

SAIL strives to actively engage with stakeholders in an inclusive, transparent and culturally appropriate manner on human right concerns related to our business activities. The Company respects different cultures, languages, traditions, customs and values of the people in the communities in which it operates and through various interventions, continues to develop good will, sustainable employment and economic opportunities in the neighboring area.

Company engages with local populace as well as vulnerable groups on human rights matters such as access to clean water& air, health and sanitation. We have aligned our policies, processes and activities with our commitment to respect human rights, including those that apply to labour practices, engagement with indigenous people, women, weaker sections, minorities, land acquisition, supply chain, and security management.

4.3 **Rights of Person with Disabilities**


Company provides a barrier free and conducive environment for growth & development to persons with disabilities without any discrimination in line with the Orders/Guidelines/Acts issued by the Government of India from time to time. Company has put in place Equal Opportunity Policy to manifest its commitment towards the cause.

4.4 **Prevention of Sexual Harassment:**

Company is committed to promote gender equality and protect its employees from all forms of harassment by providing a safe and secure work-environment.

Protection of women against sexual harassment and the right to work with dignity are universally recognised human rights by international conventions. SAIL practices “zero



 सेल SAIL	STEEL AUTHORITY OF INDIA LIMITED Corporate Rules Section	Date of Issue 11 th September, 2023
	Reference No. PER/Rules/2310	Date of Effect 11 th September, 2023

tolerance” towards any act of sexual harassment at workplace. Recognising our legal as well as moral obligation, SAIL has adopted systems and procedures capable of nurturing enhanced participation of women at workplace in a safer and progressive manner.

4.5 **Freedom of Association**

SAIL recognizes and respects the right of employees to join, form, or participate in labor unions or other associations of their choice for collective bargaining, in accordance with applicable laws/guidelines/regulations, without fear of discrimination, retaliation, or interference from the employer.

4.6 **Right to Privacy**

SAIL is committed to protect the right to privacy of its employees and other stake holders within the workplace. Company does not disclose personal information/data to third parties, without the express consent of its stakeholders, unless required by law/Statutory Authorities etc., to do so. We collect and store employees' personal information responsibly and utilize it solely for legitimate business purposes in compliance with applicable privacy laws and regulations.

4.7 **Labor Standards**

SAIL provides fair and competitive remuneration, as per collective bargaining settlements signed with recognized unions and as per applicable Government guidelines, without any discrimination on the basis of caste, creed, religion or gender.


As a model employer, SAIL ensure that all compensation, including social benefits is paid in accordance with the applicable laws & regulations. We recognize that employees have regular breaks, vacations, and established work-life balance and respect their right to rest and leisure, including vacation with pay, and the right to family life, including parental leave and comparable provisions as applicable.

4.8 **Safe and Healthy Workplace**

The protection of health and safety of the employees, and other persons which are, for any reason, present within our premises is one of the key priority areas for SAIL. Continuous improvement in working conditions is ensured through the appropriate identification and assessment of risks, suitable measures for implementation of preventive and corrective action plans, if appropriate, and continuous monitoring of occupational health and safety.

SAIL continuously strives to focus on inculcating a culture of awareness, monitoring and participation surrounding health and safety directly or through agency or contractor as applicable. We, at SAIL, strongly believe that a safe work-environment means not only preventing injuries and occupational diseases, but also maintaining a progressive



 सेल SAIL	STEEL AUTHORITY OF INDIA LIMITED Corporate Rules Section	Date of Issue 11 th September, 2023
	Reference No. PER/Rules/2310	Date of Effect 11 th September, 2023

work-culture conducive for employee well-being, mental well-ness and professional & social development opportunities.

4.9 **Prohibition of Child Labor and Forced Labor**

SAIL practices ‘zero tolerance’ towards tolerate any form of labor practice involving Child Labour, Forced Labour and any form of human trafficking. The Company is committed to ensuring that no instance of Child or Forced Labour occurs in any of its operations and establishments. The Company expects its stakeholders to commit to adopting policies against the use of all forms of child labor, forced labor, modern slavery and human trafficking.

4.10 **Prohibition of any act of discrimination and Prevention of Harassment**

SAIL values the diversity and unique contributions of our employees and have a long-standing commitment to equal opportunity and intolerance of discrimination and harassment. SAIL has zero-tolerance for any type of harassment or discrimination. This includes harassment or discrimination based on race, colour, age, sex or gender, sexual orientation, gender identity, gender expression, transgender status, religion, creed, national origin, ethnicity, citizenship, ancestry, disability, genetic information, military or veteran status, pregnancy, marital or familial status, or any other protected category under applicable law.

4.11 **Anti-Corruption**

SAIL strongly advocates against any form of corruption or malpractices of bribery and supports the prevention of conflict of interests. The Company operates and expects its associates to operate, conforming to the highest moral, ethical standards, and fostering a culture of integrity and transparency.


The Company has adopted Anti-Bribery Management System (ABMS), Whistle-blower Policy and other mechanisms for reporting concerns about unethical conduct, malpractices, actual or suspected fraud.

5.0 **GRIEVANCE REDRESSAL**

5.1 In order to address employee concerns and complaints pertaining to human rights and prohibit any act of discrimination & violation of human rights or breaches of international humanitarian law, SAIL has Grievance Redressal System, Safety Committees, Internal Complaint Committee as part of Policy for prevention of Sexual harassment at Workplace, Whistle-blower Policy, Anti-Bribery Management System, Vigil Mechanism etc.

In addition, SAIL has put in place a structured framework to implement the Right to Information Act and Centralised Public Grievance Redress and Monitoring System (CPGRAMs) in SAIL in true spirit.



 सेल SAIL	STEEL AUTHORITY OF INDIA LIMITED Corporate Rules Section	Date of Issue 11 th September, 2023
	Reference No. PER/Rules/2310	Date of Effect 11 th September, 2023

Our systems & mechanisms allow open and structured discussions on grievance raised on these issues for resolving the same in a timely and appropriate manner.

6.0 IMPLEMENTATION

6.1 Every employee of SAIL will be responsible for taking steps and ensuring that there is no violation of any of the provisions under this charter in his/her area of influence.

6.2 Head of Departments will be responsible for taking all-out measures for implementation of this charter in respective Departments.

Personnel Department of Plants/Units will facilitate in effective implementation of this charter developing action plans, coordinating and monitoring with all relevant programs.

6.3 An employee, who in any manner violates the human rights of any of the right holders, will be liable to action as per the SAIL CDA Rules, 1977/Standing Order/ other applicable Service Rules, as may be applicable.

6.4 This charter will be available to all employees' viz. SAIL website/portal and normal communication channels within the business.

6.5 All notifications/advertisements should preferably indicate that the Company is committed to respecting, protecting and upholding the human rights of all our stakeholders across our value chain.

7.0 REVIEW & MONITORING

7.1 SAIL will periodically review this charter and its implementation with respect to its suitability and effectiveness. The feedback /suggestions from interested parties on this charter will be suitably incorporated and adopted for further improvement in the efficacy of the applicable systems.

8.0 SAVING

8.1 Director (Personnel) is authorized to approve any clarification/interpretation of any of the provisions of this charter within the overall framework laid down under applicable human right laws.

8.2 Chairman reserves the right to amend, modify or withdraw the charter or any of the provisions of this charter within the overall framework laid down under applicable human right laws.

