

## Human Rights Due Diligence Policy

### 1. Purpose

This policy outlines SRF Altech Ltd commitment to respecting human rights and implementing due diligence processes aligned with the UN Guiding Principles on Business and Human Rights.

### 2. Scope

This policy applies to all facilities and operations of SRF Altech Ltd, including both existing and new operations.

### 3. Core Principles

Policy Commitment: Establish and review a gender-responsive Human Rights Policy.

Due Diligence Process: Develop and implement a gender-responsive Human Rights Due Diligence process.

Engagement: Map and engage with Affected Populations and Organisations.

Remediation: Provide or cooperate in the remediation of adverse Human Rights impacts.

### 4. Policy Guidelines

#### 4.1 Policy Commitment

Policy Development:

Commitment: Establish a gender-responsive Policy commitment to respect Human Rights.

Review Schedule:

Regular Review: Review the Policy commitment at least every five years.

Change Review: Review the Policy commitment following any significant changes to the Business that alter Material Human Rights risk(s).

Control Gap Review: Review the Policy commitment upon any indication of a control gap.

Public Disclosure: Publicly disclose the latest version of the Policy commitment.

#### 4.2 Human Rights Due Diligence

Process Development:

Due Diligence Process: Develop a gender-responsive Human Rights Due Diligence process in consultation with and, where possible, with the participation of Affected Populations and Organisations.

Objectives: Identify, prevent, mitigate, and account for impacts on Human Rights, including Material Legacy Impacts from the Entity's operations and Business relationships.

Review Schedule:

Regular Review: Review the Human Rights Due Diligence process at least every five years.

Change Review: Review the process following any changes to the Business that alter Material Human Rights risk(s).

Control Gap Review: Review the process upon any indication of a control gap.

#### 4.3 Mapping and Engagement

Mapping:

Affected Populations and Organisations: Map and ensure engagement with Affected Populations and Organisations.

Consultation and Information:

Engagement: Engage Affected Populations and Organisations about operational activities and potential significant Human Rights impacts.

Complaints Mechanism: Inform them about the operation's Complaints Resolution Mechanism.

#### **4.4 Remediation**

Remediation Actions:

Identification: Where adverse Human Rights impacts are identified, provide or cooperate in their remediation through legitimate processes.

Remediation Process:

Development: Develop a time-bound remediation plan in consultation with affected Rightsholders, including Vulnerable or At-Risk groups.

Forms of Remediation: This may include acknowledgment and apology, measures to prevent recurrence, compensation (financial or otherwise), cessation of harmful activities, or other agreed remedies.

Culturally Appropriate Measures: For Indigenous Peoples, ensure remediation mechanisms are culturally appropriate and consistent with FPIC principles.

### **5. Documentation and Integration**

#### **5.1 Policy Documentation**

Internal Documentation: Maintain documentation of the Human Rights Policy, Due Diligence processes, and remediation actions.

#### **5.2 Integration**

Policy Integration: Integrate this policy with other relevant management systems, including those for environmental and social governance.

### **6. Application**

#### **6.1 Facilities**

Applicability: This policy applies to all facilities and operations of SRF Altech.

#### **6.2 Not Applicable**

Exemptions: This policy is not applicable if no significant Human Rights impacts are identified.

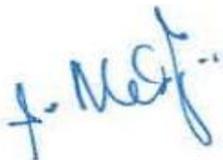
### **7. Review and Continuous Improvement**

#### **7.1 Policy Review**

Periodic Review: Review this policy at least every five years to ensure its effectiveness and relevance.

Continuous Improvement: SRF Altech. is committed to continuously improving practices related to Human Rights due diligence based on new information and feedback.

Approved By,



Site Head, SRF Altech Limited.