



JAMNA AUTO INDUSTRIES LIMITED

Working Conditions and Human Rights Policy

(updated as of 20th March, 2025)

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, as well as to contractors, suppliers, vendors and business partners.

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. 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.

10. 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.