



## Policy on Protecting the Rights of Local Residents and Indigenous Peoples

### 1. Purpose

KSH Automotive Pvt Ltd is committed to ethical, sustainable, and socially responsible business practices. This policy ensures that our operations respect the rights, cultures, and lands of local residents and indigenous peoples, particularly in areas where we manufacture automotive parts or source raw materials.

### 2. Scope

This policy applies to all employees, contractors, suppliers, and business partners involved in KSH Automotive Pvt Ltd's operations, including raw material sourcing, manufacturing, and distribution.

### 3. Principles and Commitments

#### 3.1. Respect for Land and Indigenous Rights

- Recognize and respect the land and resource rights of indigenous and local communities.
- Adhere to the **Free, Prior, and Informed Consent (FPIC)** principle before engaging in activities that may impact indigenous lands.
- Conduct thorough **due diligence** before acquiring land or entering supplier agreements to ensure no displacement or rights violations.

#### 3.2. Legal Compliance and International Standards

- Ensure full compliance with:
  - UN Declaration on the Rights of Indigenous Peoples (UNDRIP)
  - ILO Convention 169 on Indigenous and Tribal Peoples
  - OECD Guidelines for Multinational Enterprises
  - UN Guiding Principles on Business and Human Rights
- Follow all national and local regulations concerning environmental protection, labor laws, and community rights.



Address: Plot No.11C, Industrial Park, Site – A, Ammavaripalli Village, Penukonda Mandal, Anantapur, Andhra Pradesh, India-515164

Email: [govind@saehani.com](mailto:govind@saehani.com)

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### 3.3. Environmental and Social Responsibility

- Conduct **Environmental and Social Impact Assessments (ESIA)** before launching new projects.
- Implement **sustainable manufacturing** practices, reducing waste, conserving water, and lowering emissions.
- Source raw materials responsibly, ensuring ethical mining and sustainable production of rubber, metals, and electronics used in automotive parts.
- Avoid sourcing from suppliers engaged in illegal deforestation, pollution, or human rights abuses.

### 3.4. Community Engagement and Development

- Establish open and transparent **communication channels** with local and indigenous communities.
- Invest in **community development programs**, including education, healthcare, and infrastructure improvements.
- Partner with **indigenous-owned businesses** and local suppliers to promote fair economic opportunities.
- Provide **employment opportunities** and skill development programs for local and indigenous communities.

### 3.5. Ethical Business Practices and Supply Chain Responsibility

- Ensure that all suppliers and contractors adhere to this policy and uphold human rights standards.
- Require suppliers to disclose sourcing locations and verify ethical labor conditions, particularly in mining and raw material extraction.
- Implement **Fair Trade and Responsible Sourcing** practices to prevent forced displacement and labor exploitation.
- Conduct **regular audits** to ensure supplier compliance with ethical and environmental standards.

### 3.6. Grievance Mechanisms and Conflict Resolution

- Establish a **grievance mechanism** that allows communities to report concerns or rights violations.
- Work with **independent third-party mediators** to resolve disputes fairly.



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- Ensure **non-retaliation** against individuals or communities who raise grievances.

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#### 4. Implementation and Monitoring

- Appoint a **Sustainability & Human Rights Officer** to oversee policy execution.
- Conduct **annual audits** to assess compliance and identify areas for improvement.
- Provide **training programs** for employees, suppliers, and contractors on indigenous rights and responsible business practices.
- Regularly update this policy to align with best practices and evolving legal requirements.

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#### 5. Accountability and Enforcement

- Non-compliance with this policy may lead to **contract termination, legal action, or penalties**.
- KSH Automotive Pvt Ltd is committed to **publicly reporting** its progress on human rights and sustainability initiatives.

By adhering to this policy, KSH Automotive Pvt Ltd ensures that its operations contribute positively to society while upholding the dignity and rights of local and indigenous communities.