



## **Business & Human Rights Policy**

TRF recognizes upholding of human rights as an integral aspect of doing business. We commit to respect and protect human rights and remediate adverse human rights impacts resulting from or caused by our businesses.

The policy is aligned with the principles contained in the Universal Declaration of Human Rights, ILO Declaration on Fundamental Principles and Rights at Work, and the United Nations Guiding Principles on Business and Human Rights and is consistent with the Tata Code of Conduct.

TRF shall recognize individuals and communities as holders of human rights and shall:

1. Constitute a governance structure to oversee human rights commitments;
2. Integrate an approach that respects and protects human rights in business strategy and risk frameworks;
3. Foster an understanding of human rights across all rightsholders of the business;
4. Advocate protection of human rights from adverse impacts resulting from or caused by business;
5. Set up a fair, transparent, and consultative remediation framework to address adverse human rights impacts;
6. Monitor progress on human rights performance

A handwritten signature in black ink, appearing to read 'Umesh K Singh', is written over a light blue horizontal line.

**Umesh Kumar Singh**  
**Managing Director**

Date: 18/02/2025