



SATISH PAI  
MANAGING DIRECTOR

29<sup>th</sup> August 2024

### **"Pathways to Prosperity: Policy on Improving Local Employment Opportunities"**

At Hindalco, we acknowledge the important role our businesses play in advancing sustainable development by ensuring economic growth also benefits local communities. By adhering to both local and national laws, as well as internationally recognized employment standards, we show our commitment to meeting our social responsibilities as outlined in our local employment policy, hereafter referred to as "The Policy", which is in addition and consonance with our other company policies.

We endeavor to achieve our commitment by:

- Ensuring legal compliance with relevant employment laws and regulations (both, State and Central) including related to employment of local residents. The relevant employment laws include the Employment Exchange (Compulsory notification of Vacancies) Act of 1959.
- Regulating prioritization of the employment of local residents (including adhering to prescribed ratio, if any, provided by local laws) on meritocracy basis after due consideration of their qualifications, work experience, and suitability for the job and subject to vacancies.
- Ensuring to provide trainings and specialized courses to local residents focused to enhance capability building and employability for the local job market through community development and CSR initiatives.

This Policy shall be made available to all employees, suppliers, customers, community and other stakeholder, as appropriate. The company reserves its rights to amend this policy in its sole discretion from time to time.



Satish Pai  
Managing Director

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