



## **LAND POLICY**

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## **PURPOSE**

The Company recognizes that respecting land rights is essential for sustainable economic development and for maintaining its license to operate. This is particularly important in developing regions and in areas inhabited by indigenous peoples and local communities. The Company is committed to responsible land practices across its operations and supply chain, with zero tolerance for illegal land-related activities.

## **POLICY STATEMENT**

The Company adopts a zero-tolerance approach to illegal land acquisition and land displacement. No land shall be acquired, used, or occupied in a manner that violates legal requirements or the legitimate land tenure rights of individuals or communities.

## **KEY COMMITMENTS**

The Company is specifically committed to the following principles:

### 3.1 Zero Tolerance for Land Displacement

- Zero tolerance for land displacement of any people or communities holding legitimate land tenure rights.
- Compliance with IFC Performance Standards, including Free, Prior and Informed Consent (FPIC), where applicable.

### 3.2 Fair and Legal Land Acquisition

- All land acquisitions and leases shall be conducted through fair, transparent, and legal negotiations.
- Clear land titles, lawful ownership, and valid approvals shall be ensured prior to use.
- No coercion, forced eviction, or unlawful occupation of land shall be permitted.

### 3.3 Grievance Mechanism

- The Company shall maintain and promote accessible grievance mechanisms for employees, communities, and supply chain partners.
- Land-related concerns may be raised through the Company's Speak Up Hotline or the Supply Chain Grievance Mechanism.
- All grievances shall be addressed in a fair, timely, and confidential manner.



## **COMMUNITY & ENVIRONMENTAL ENGAGEMENT**

- The Company shall engage responsibly with local communities and relevant authorities in matters relating to land use.
- Where feasible, the Company may collaborate with government bodies and stakeholders on environmental and community initiatives, such as water body or lake conservation projects.
- Efforts shall be made to raise awareness of social and environmental impacts related to land and water resources.

## **SUPPLY CHAIN RESPONSIBILITY**

- Suppliers and contractors are expected to adhere to this Land Rights Policy.
- The Company reserves the right to assess and address land-related risks within its supply chain.

## **LEGAL & REGULATORY FRAMEWORK (INDIA)**

This Policy shall be implemented in alignment with applicable Indian laws and policies, including:

- The Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement Act, 2013
- Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement (Gujarat Amendment) Act, 2016
- The Rajasthan Land Pooling Scheme Bill, 2016
- National Rehabilitation and Resettlement Policy, 2007
- The Scheduled Tribes and Other Traditional Forest Dwellers (Recognition of Forest Rights) Act, 2006
- Relevant parliamentary and governmental guidelines on land reform and resettlement

## **REVIEW & CONTINUOUS IMPROVEMENT**

The Company shall periodically review this Land Policy to incorporate lessons learned, evolving best practices, and feedback from stakeholders.