

Doc No. SKK/ HSEQ/ SA Policy/2026

## SOCIAL ACCOUNTABILITY POLICY

SKK Infra Solutions Pvt. Ltd., a leading organization in exploration, mining and infrastructure projects, is committed to conducting its business in a fair, ethical and socially responsible manner. This policy aims to ensure respect for human rights, fair labour practices and safe working conditions across all operations within the scope of our contracted work including project planning, execution and closure. It applies to all employees, contractors, suppliers and business partners associated with our operations and shall operate in alignment with applicable legal, statutory, client requirements and internationally recognized social accountability standards.

### Our Commitments

- Comply with all applicable labour laws, statutory requirements and social accountability standards in all locations where the Company operates.
- Ensure fair wages, benefits, working hours, leave and welfare measures for all employees, including contractor and sub-contractor employees, in compliance with applicable laws and contractual requirements.
- Prohibit all forms of child labour, forced labour, bonded labour, slavery and human trafficking, and comply with the requirements of the Modern Slavery Act (MSA), wherever applicable.
- Provide safe and healthy working conditions through effective implementation of Occupational Health & Safety management systems.
- Respect the rights of employees to freedom of association and collective bargaining, in accordance with applicable laws.
- Ensure a workplace free from discrimination based on race, religion, caste, gender, age, disability or any other legally protected category.
- Maintain zero tolerance towards sexual harassment and ensure a safe, respectful and inclusive workplace for all employees.
- Ensure that disciplinary practices are fair, lawful and respectful, maintaining dignity of all employees.
- Promote ethical business practices that prevent exploitation, abuse or unfair treatment of employees and workers.
- Ensure that all contractors, sub-contractors, suppliers and business partners comply with this policy and applicable social accountability requirements as defined in agreements and contractual conditions.
- Promote social accountability and human rights practices in the supply chain through engagement, monitoring and evaluation mechanisms.
- Provide effective grievance redressal mechanisms for employees and stakeholders and ensure fair resolution of concerns.
- Promote awareness, training and participation of employees in social accountability practices.
- Monitor implementation and strive for continual improvement in social accountability performance.

Top Management is committed to effective implementation of this policy across all sites. All employees, contractors and business partners are responsible for compliance within their respective roles. This policy shall be communicated, understood and periodically reviewed for continual improvement. This Policy is applicable to the Company and all its subsidiaries, associate companies and affiliates.

Date - 01.05.2026

  
(Shashi Kant Khetan)

Chairman

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