



## HUMAN RIGHTS POLICY

REVISION: 00

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**SUBJECT / TITLE:** Kennametal India Limited (KIL) Human Rights Policy

This page is a record of all revisions.

For convenience, the nature of the revision is / shall be briefly noted, under the remarks column here below. Unless otherwise stated, any revision/s should be implemented effective the date the Board of Directors of KIL approve this policy.

REV.	BY	PAGES	REMARKS
00	Mr. Naveen C / Ms. Swastika	1 - 2	Original Release

REV.	ISSUED BY	APPROVED BY	APPROVAL DATE
00	Mr. Naveen C / Ms. Swastika	Board of Directors of KIL	May 31, 2023



## KENNAMETAL INDIA LIMITED

### HUMAN RIGHTS POLICY

## 1 Human Rights Policy

We at Kennametal acknowledge that everyone, individually or collectively, is entitled to Human rights, without distinction, and that these rights are intrinsic to all human beings. We also acknowledge the fundamental, unalienable, interdependence, and indivisibility of human rights. Businesses have an obligation to uphold human rights. In order for Kennametal to respect human rights, we take precautions to prevent or minimize any negative effects on those rights and take appropriate action when they do arise.

### 1.1 Commitment

To uphold all Human Rights as provisioned and guided by the Constitution of India and the International Bill of Rights, especially for individuals and groups who are most vulnerable to, or at risk of adverse human rights impacts. To take swift action against instances of Human Rights violation.

### 1.2 Scope

This policy statement is applicable to all the employees, workers, customers, supply chain partners, shareholders and local communities in which Kennametal and its units operate. This policy statement shall be used along with Kennametal Inc's global human rights policy statement, conflicts mineral supply chain policy and principles of supplier conduct.

### 1.3 Objective

The objective of this policy statement:

1. Develop and maintain high-level governance over human rights-related issues at Kennametal in accordance with the legal and other requirements.
2. Conduct regular human rights awareness training for employees, workers, contractors, supply chain partners and associated stakeholders on human rights content described in the Constitution of India, the International Bill of Human Rights and their application to businesses as outlined in the United Nations Guiding Principles for Business and Human Rights.
3. Develop and implement human rights due diligence procedures for all business activities at Kennametal and monitor their implementation.
4. Develop and implement mechanisms to assess the business for human rights violations, including a human rights grievance redressal mechanism for the stakeholders. Document the violations noticed to undertake actions for continual improvement.
5. Take prompt corrective actions in case of identified adverse human rights impacts.
6. Disseminate information regarding human rights to the value chain partners.

### 1.4 Communication of Policy

This policy is made publicly available on our website. Hard copies of the policy are made available at all our operating unit.

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