



<b>Human Rights Policy</b>
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## **Human Rights Policy**

We respect and uphold human rights. The business aspires to establish a working environment that promotes the preservation of human rights. Our employees, vendors, suppliers and business associates are expected to uphold the same.

### **1. Child Labour and Forced Labour:**

We pledge to never use child or forced labour in any of our operations. We monitor compliance with the legally mandated minimum working age criteria and forbid the use of child labour throughout our operations. We do not employ coercive, forced, bonded labour and respect each employee's ability to enter and leave employment at any time.

### **2. Diversity, Equal Opportunity and Non-Discrimination:**

Throughout our operations, we are committed to and work to ensure that our employees and workers are treated with dignity, respect and fairness and are not subject to harassment, forced labour, or other inhumane treatment based on their gender, sex, sexual orientation, race, religion, caste, ethnicity, nationality, age, disability, HIV status, or family status.

### **3. Right to Association:**

We recognize freedom of association while respecting the rights of our employees to enter into collective bargaining agreements. In order to address issues with employee health and safety, paid leave, notice periods, and process optimization.

### **4. Recruitment:**

In terms of hiring, paying employees, and promoting employees, we have established merit-based procedures. All of the terms and



conditions of employment are disclosed fully, and we do not tolerate any fraudulent recruitment practices.

5. **Data Privacy:**

By taking the legal steps required by law to secure and protect personal data, we respect the privacy of our employees, vendors, suppliers and business associates. Except as required by law, we never divulge anyone's financial, medical, or personal information.

6. **Safe Workplace:**

We are dedicated to upholding a secure workplace, free from threats from both inside and outside the company, including violence, harassment, intimidation, and other harmful or disruptive situations.

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