



## HUMAN RIGHTS POLICY

### 1. Policy Statement and Commitment

The Company is firmly committed to respecting, protecting, and promoting fundamental human rights across all areas of its operations and throughout its value chain. The Company recognizes that human rights are universal, inherent, and indivisible, and that businesses have a responsibility to uphold these rights in a manner consistent with international standards and applicable national laws. This policy establishes the framework through which the Company ensures that its business practices reflect dignity, fairness, equality, and respect for all individuals who are impacted by its activities.

The Company acknowledges that failure to respect human rights can result in legal liabilities, reputational damage, operational disruption, and loss of stakeholder trust. Accordingly, human rights considerations are integrated into corporate governance, operational planning, supplier selection, risk management, and performance evaluation systems.

### 2. Scope and Applicability

This policy applies to all employees, whether permanent, temporary, contract-based, trainee, or part-time, as well as to directors, officers, and management personnel. It further extends to labor contractors, suppliers, service providers, consultants, subcontractors, and any third parties engaged in business relationships with the Company. The Company expects all business partners to uphold standards consistent with this policy and to cascade similar expectations within their own supply chains.

The principles contained herein apply across all operational locations and shall not be compromised by commercial pressures or production demands.

### 3. Alignment with International Standards

The Company's human rights framework aligns with internationally recognized instruments including the Universal Declaration of Human Rights, the International Labour Organization Core Conventions, and the United Nations Guiding Principles on Business and Human Rights. The Company complies with applicable national labor and employment laws and commits to adopting higher standards where necessary.

### 4. Non-Discrimination and Equal Opportunity

The Company maintains a workplace free from discrimination in recruitment, compensation, training, promotion, disciplinary action, and termination. Decisions are based solely on merit and performance. Discrimination on the basis of race, caste, religion, gender, age, disability, nationality, marital status, sexual orientation, political affiliation, union membership, or any protected characteristic is strictly prohibited.



Harassment of any kind is not tolerated, and employees are entitled to work in an environment of dignity and respect.

## **5. Freedom of Association and Collective Representation**

The Company respects the rights of employees to freely associate and engage in collective bargaining as permitted by law. Employees shall not face retaliation for exercising these rights. Where legal restrictions exist, alternative dialogue mechanisms shall be supported.

## **6. Prohibition of Child Labor**

The Company strictly prohibits child labor and ensures that no individual below the minimum legal working age is employed. Age verification records are maintained. If child labor is identified, immediate corrective action shall be taken prioritizing the child's welfare.

## **7. Prohibition of Forced Labor and Modern Slavery**

The Company prohibits forced labor, bonded labor, human trafficking, and any form of involuntary employment. Employees are not required to surrender identity documents or pay recruitment fees. Workers may terminate employment with reasonable notice.

## **8. Fair Wages and Working Conditions**

The Company provides wages and benefits that comply with statutory requirements. Compensation is paid regularly and transparently. Working hours comply with legal limits and employees receive adequate rest periods.

## **9. Safe and Healthy Workplace**

The Company ensures a safe and healthy workplace through risk assessments, protective measures, safety training, and emergency preparedness. Workplace incidents are documented and corrective actions implemented.

## **10. Prevention of Harassment, Abuse, and Retaliation**

The Company prohibits harassment, abuse, and intimidation. Employees may report concerns without fear of retaliation. Complaints are investigated promptly and impartially.

## **11. Responsible Supply Chain Practices**

Suppliers and subcontractors are expected to adhere to equivalent human rights standards. The Company may conduct assessments and require corrective actions. Persistent non-compliance may result in termination.



## 12. Grievance Mechanism and Whistleblower Protection

The Company maintains accessible grievance mechanisms for reporting human rights concerns. Retaliation against individuals who report concerns in good faith is strictly prohibited.

## 13. Human Rights Risk Assessment and Due Diligence

The Company conducts periodic human rights risk assessments and implements mitigation plans. Findings are reviewed by management to strengthen oversight.

## 14. Monitoring and Continuous Improvement

Compliance is monitored through audits, reviews, and supplier evaluations. This policy shall be periodically reviewed to ensure alignment with legal requirements and best practices.

### Declaration

The Company affirms its commitment to upholding human rights principles in all aspects of its operations and expects all stakeholders to adhere strictly to this policy.

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