

Human Rights Policy

The Company respects and supports the dignity, well-being and human rights of all stakeholders. The Company is committed to developing a culture which inculcates respect and support for Human Rights and seeks to avoid connivance in Human Rights abuses. This policy is in accordance to the principles of the International Labor Organization (ILO) and United Nations Global Compact (UNGC).

Guiding Principles

The Company endeavours to respect fundamental right by following the below guiding principles:

- Respect the right of all employees & workers to join and form union of their choice without fear of intimidation or reprisal, in accordance with the law;
- Prohibiting interference in any way with the establishment, functioning or administration of workers' organizations or collective bargaining;
- Valuing diversity, equal opportunity and the need to consider the rights of vulnerable groups such as indigenous peoples, women, migrant workers and other minorities;
- Prohibiting all forms of harmful child labour, forced/ trafficked labour, discrimination and harassment;
- Engaging with stakeholders in an inclusive, transparent and culturally appropriate manner on human rights concerns related to the Company's business activities;
- Ensuring that the Company's existing policies, processes and activities are aligned with its commitment to respect human rights, including those that apply to labour practices, engagement with indigenous peoples; supply chain, and security management;
- Safeguarding the integrity and confidentiality of data;
- Promoting awareness of the human rights with employees at various levels of operations through training and communication;
- Influencing the contractors, suppliers and other organizations with whom the Company has a leverage to adopt its Sustainable Business Framework and to encourage and support the development of equivalent management systems;
- Continually improving human rights systems by sharing good practices and learnings;

- The rights and freedoms may in no case, be exercised contrary to the purposes and principles of ILO and UNGC as well as the law of the Countries where we operate; and
- Any instance of non-compliance with this policy will be redressed by the appropriate redressal mechanism in place.

Milind Apte

Chief Human Resources Officer

March 15, 2023