



HUMAN RIGHTS POLICY

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INTRODUCTION

The Company recognizes and reinforces 'Human Rights protections' at all of its operations and throughout the value chain. We are committed to develop a culture which teaches dignity, respect and support for human rights. We also encourage detailed risk assessments to human rights in our and our partners, suppliers workplaces.

SCOPE

This Policy applies to all employees (including permanent, temporary, contractual, migrant, and apprentice workers), as well as contractors, labour agencies, suppliers, and all manufacturing units, warehouses, and offices of the Company and its subsidiary.

LABOUR STANDARDS

Forced and Child Labor

The Company strictly prohibits child labor, forced labor, bonded labor, involuntary labor, and human trafficking in any form. All employment is freely chosen.

Wages, Working Hours, and Employment Conditions

We ensure payment of fair wages, legally compliant working hours, lawful employment practices, and clear terms of employment in line with applicable laws.

Health, Safety, and Working Conditions

The Company provides a safe, healthy, and hygienic working environment and takes appropriate measures to prevent workplace injuries and occupational health risks.

Non-Discrimination and Equal Opportunity

We are committed to providing equal opportunity and prohibit discrimination based on gender, age, religion, caste, race, disability, nationality, or any other legally protected status.

Freedom of Association



The Company respects the right of employees to freedom of association and collective bargaining in accordance with applicable laws.

Dignity at Work

All employees are treated with dignity and respect. Harassment, abuse, intimidation, or inhumane treatment is strictly prohibited.

RESPONSIBILITY

We expect our suppliers, contractors, and business partners to comply with this policy and applicable human rights laws. Compliance may be monitored through assessments and audits.

Further, Management is responsible for the implementation and monitoring of this policy. Appropriate internal structures are established to ensure compliance.

REVIEW AND COMPLIANCE

This policy is reviewed periodically and updated as necessary to ensure continued compliance with legal requirements.