

<b>HR Dept.</b>	<b>KALYANI TECHNOFORGE LTD</b>	<b>Revision 04</b>
		Prepared Date- 01-03-2017
		Next Revision - 01-04-2025

# Human Rights Policy



## INTRODUCTION

Kalyani Technoforge Ltd ("the Company", "we") recognises the valuable role that business can play in the sustainable protection of human rights, and we are committed to respecting the human rights of our workforce, communities, contractors and suppliers in line with the International Bill of Human Rights, The International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work and UN Global Compact.

### A. PURPOSE

We are committed to respecting human rights and will avoid violations of human rights via the installation of due diligence procedures and appropriate grievance redressal systems for all stakeholders.

### B. SCOPE AND APPLICABILITY

This policy applies to all employees of Kalyani Technoforge subsidiaries and affiliates worldwide.

This policy is effective from 1<sup>st</sup> March 2017

### C. PRINCIPLES AND VALUES

To ensure that no violation of human rights take place, we dedicatedly stand by the following,

1. We are committed to equal opportunity and are intolerant of discrimination and harassment. In all aspects of employment, such as recruitment, compensation and benefits, training, promotion, transfer and termination, we will treat individuals justly and in a non-discriminatory manner, solely according to their abilities to meet the requirements and standards of their role.
2. We are committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats (to the maximum extent possible).
3. We work to maintain workplaces that are free from discrimination or harassment on the basis of race, religion, caste, sex, colour or social origin, ethnicity, age, disability, sexual orientation and gender.
4. We respect our workers' right to join, form or not to join a labour union without fear of reprisal, intimidation or harassment, in accordance with applicable law.
5. We prohibit interference in any way with the establishment, functioning or administration of workers' union and collective bargaining process.
6. The safety and health of our employees is of paramount importance. Our policy is to provide a safe and healthy workplace and comply with applicable safety and health laws and regulations, as well as internal requirements.
7. We prohibit the use of all forms of forced labour, including bonded labour, modern forms of slavery and any form of human trafficking.
8. We prohibit the hiring of individuals that are under 18 years of age. We prohibit all forms of child labour, forced/trafficked labour, discrimination and harassment.