



## **HUMAN RIGHTS POLICY**

### **1. OBJECTIVE**

We at Raghav Productivity Enhancers Limited (called the “Company”) believe that business can only thrive in societies where human rights are protected and respected. This policy establishes our commitment to upholding human rights across our operations, supply chain, and business relationships. It aligns with international human rights frameworks, including the United Nations Guiding Principles on Business and Human Rights (UNGPs), National Guidelines on Responsible Business Conduct (NGRBC) and the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work.

### **2. SCOPE**

This policy applies to:

- a. All employees, contractors, and stakeholders associated with our business.
- b. Suppliers, vendors, business partners, agents, and others acting on behalf of the company.

### **3. GOVERNANCE**

- a. Oversight of this policy rests with the Board of Directors.
- b. The Human Resources Department is responsible for implementation, periodic review, and updates.
- c. Training programs would be conducted to ensure compliance across the organization and supply chain, as and when company thinks fit.

### **4. KEY COMMITMENTS**

#### **4.1 Fair treatment and equal opportunity**

We promote diversity, equity, and inclusion, ensuring a workplace free from discrimination, harassment, or abuse. Employees and business partners must respect the dignity and rights of all individuals.

#### **4.2 Health and safety**



We ensure a safe and healthy work environment that complies with all safety regulations. Occupational safety is paramount. We proactively mitigate risks such as silicosis, thermal exposure, and dust inhalation through engineering controls, PPE, periodic health screening, and training. Regular assessments and emergency response measures will be implemented to minimize risks.

#### **4.3 Forced and Child labour**

We strictly prohibit forced labour, human trafficking, and child labour in any form. Employment shall be voluntary, and workers must have the freedom to terminate employment as per legal provisions.

#### **4.4 Fair wages and working conditions**

Employees must receive fair wages and benefits as per applicable laws and industry standards. Work hours shall comply with legal limits, and deductions from wages as a disciplinary measure are prohibited.

#### **4.5 Freedom of association**

Employees have the right to form, join, or refrain from joining labour unions or other associations.

#### **4.6 Right to Privacy**

The Company is committed to safeguarding the right to privacy of all its stakeholders, including employees, business partners, customers, vendors, and community members. We recognize that the protection of personal information is not only a regulatory obligation but a fundamental aspect of respecting human dignity. This clause is to be read in conjunction with the Data Privacy Policy of the Company.

#### **4.7 Respect for local communities**

We engage with communities where we operate to respect their cultural values, minimize environmental impact, and contribute positively.

#### **4.8 Promoting Employee Morale, Skill Upgradation and Career Development**

The Companies believe that empowering our people through continuous learning is vital to fostering innovation, sustaining morale, and nurturing a high-performance culture. The Company is committed to providing equitable access to learning and development opportunities for all employees, irrespective of gender, age, physical ability, or background.



Skill enhancement initiatives are delivered through both in-person and digital platforms, leveraging internal expertise and external partnerships to ensure relevance and impact. Employees are encouraged to participate actively in learning journeys that support their career progression, with a clear emphasis on meritocracy, inclusiveness, and long-term employability.

#### **4.9 Training & Awareness**

All employees, contractors, and senior leaders undergo periodic training on human rights obligations, code of conduct, and responsible sourcing expectations.

### **5. GRIEVANCE AND REPORTING MECHANISM**

We have established a grievance mechanism to address concerns related to human rights violations. Employees, suppliers, and stakeholders can report issues confidentially without fear of retaliation.

### **6. COMPLIANCE AND MONITORING**

Regular audits and assessments will be conducted to ensure adherence to this policy. Business partners failing to comply will be required to take corrective action, or relationships may be terminated.

This Policy is reviewed periodically and updated to align with evolving regulations and best practices.

<b>Approved by Board on</b>	30.04.2025
<b>Effective from</b>	01.04.2025
<b>Version</b>	1