

SALASAR TECHNO ENGINEERING LIMITED

Human Rights Policy

Introduction

Salasar Techno Engineering Ltd. (hereinafter referred to as "the Company") prioritizes the protection and promotion of human rights within its sphere of influence. This Human Rights Policy reflects the Company's commitment to upholding the fundamental rights and dignity of all individuals, in line with international standards and best practices. Acknowledging the fundamental rights of all human beings, the Company strives to cultivate a culture that values and respects these rights, while proactively preventing any involvement in human rights abuses. This commitment is firmly rooted in the principles of the International Labor Organization (ILO), National Guidelines on Responsible Business Conduct (NGRBC) and the United Nations Global Compact (UNGC).

Objectives

To ensure the protection and promotion of human rights within all aspects of the Company's operations, fostering a culture of respect, non-discrimination, and ethical behavior in line with international standards.

Scope

This policy applies to all aspects of the Company's operations, including its employees, contractors, suppliers, customers, joint ventures, vendors, and other relevant stakeholders. The Company expects all parties associated with its operations to adhere to the principles outlined in this policy.

Policy Statements

- **Non-discrimination:** The Company prohibits discrimination against any individual or group based on race, color, ethnicity, nationality, religion, age, gender, sexual orientation, disability, or any other characteristic protected by applicable laws and regulations
- **Zero Tolerance on Child Labor, Forced or Trafficked Labor:** The Company has a zero-tolerance policy towards child labor, forced labor, and human trafficking, and takes proactive measures to prevent and eliminate such practices from its operations and supply chain.
- **Human Rights Due Diligence:** The Company shall conduct human rights due diligence to identify, prevent, mitigate, and account for how it addresses its impacts on human rights, in line with international standards and best practices.
- **Elimination of Any Form of Harassment:** All forms of harassment, including sexual harassment, bullying, and intimidation, are strictly prohibited by the company to provide a safe and respectful work environment for all.
- **Fair Remuneration:** The Company ensures that all employees receive fair and equitable remuneration, including wages, benefits, and other forms of compensation, in accordance with applicable laws and industry standards.
- **Freedom of Association:** Employees have the right to join or form trade unions or other associations of their choice, and to engage in collective bargaining, in accordance with applicable laws and regulations.
- **Work-Life Balance:** The Company promotes work-life balance for its employees by offering flexible working arrangements, promoting employee well-being, and encouraging a culture that values personal

time and responsibilities outside of work.

- **Health, Safety & Security:** The Company is committed to providing a safe and healthy work environment for all employees, contractors, and visitors, and implements measures to prevent accidents, injuries, and occupational illnesses.
- **Skill Development Opportunities:** The Company provides skill development opportunities for its employees to enhance their knowledge, capabilities, and career prospects, thereby promoting personal and professional growth.
- **Human Rights Towards Local Communities and Society:** The Company values diversity, equal opportunity, and the need to consider the rights of vulnerable groups such as indigenous peoples, women, migrant workers, and other minorities. It is committed to engaging with stakeholders in an inclusive, transparent, and culturally appropriate manner on human rights concerns related to the Company's business activities.
- **Continuous Improvement:** The Company is committed to enhancing its human rights systems by actively sharing best practices and insights to foster continuous improvement.

Grievance Redressal

The Company shall establish and maintain effective grievance mechanisms to address any violation of human rights, ensuring that complaints are handled promptly, impartially, and effectively. The rights and freedoms outlined in this policy may not be exercised contrary to the purposes and principles of the International Labour Organization (ILO) and United Nations Global Compact (UNGC), as well as the laws of the land where we operate. Any instance of non-compliance with this policy will be redressed by the appropriate redressal mechanism in place.

Communication

This policy will be communicated to all employees, contractors, suppliers, customers, joint ventures, vendors, and other relevant stakeholders. Training and awareness programs will be conducted to ensure understanding and compliance with this policy.

Review & Improvement

This policy will undergo periodic reviews to ensure its effectiveness and relevance. The Company's CMD serves as the Competent Authority for this policy and reserves the right to interpret, change, modify, or revoke it at any time.