

	UNITECH PLASTO COMPONENTS PRIVATE LIMITED	Doc No	UPCL/ESG/D/01A
		Date of Doc	08/01/2024
		Rev No	00
	HUMAN RIGHTS POLICY	Supersede	00

1. Objective and Purpose of the Policy:

Unitech Plasto Components is committed to respecting and protecting the fundamental human rights of all employees and stakeholders, in compliance with relevant laws and regulations.

2. Scope of the Policy:

This policy applies to all the employees including contract employees who were employed in the Unitech Plasto components and its operation.

3. Policy/Guidelines:

3.1 Prohibition of Child and/or Forced Labour by the Company:

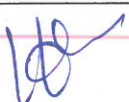
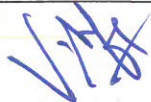
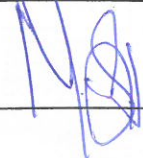
- Ensuring compliance with the minimum employment age as per the applicable by the laws and prohibiting any form of child labour at our premises.
- Non-tolerance of any form of forced labour, including any form of slavery or human trafficking within the Company's operations.

3.2 Working Hours:

- Ensuring compliance with the working hours and holiday regulations as per the regulatory and industry standards.

3.3 Compensation and Benefits:

- Ensuring compensation that complies with minimum wages act according to the applicable labour laws of the jurisdictions in which we operate and based on our employees' skills, performance and potential.

PREPARED BY	REVIEWED BY	APPROVED BY
HR	PLANT HEAD	MANAGING DIRECTOR
		

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3.4 Equality and Diversity:

Non-discrimination in any employment-related practices and uphold equal opportunity in hiring, promotion, compensation, and disciplinary actions, following our Equal Opportunity Policy.

3.5 Freedom of Association, expression and collective bargaining:

Respect the freedom to choose employment and guarantee the freedom of association and the right to collective bargaining according to the applicable labour regulations.

3.6 Anti-Slavery:

Non-tolerance of all forms of modern slavery, including human trafficking, and forced labour. Prohibited actions include but are not limited to:

- Withholding employee identity.
- Restricting freedom of movement or right to terminate employment.

3.7 Rights of Women:

- Ensure transparent compensation structures to maintain fair wage policies across all employee levels, in accordance with the required skills and competencies.
- Ensure appropriate training of our employees to foster a culture that respects and ensures the safety of women in the workplace.
- Enforce a zero-tolerance policy on sexual harassment, fully adhering to the POSH regulations as outlined in the Company's Policy on POSH policy.
- Take all necessary steps to investigate and take necessary action concerning the resolution of such incidents and to prevent their recurrence.

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3.8 Workplace Safety and Health:

- Ensure compliance with all relevant health and safety regulations, proactively manage risks that are related to health, safety, and well-being and foster a safety first culture throughout the organization.
- Prioritize and invest in both occupational health and safety, ensuring the well-being of our employees, contractors, customers, and visitors. The health and safety of our employees, partners, and customers is a top priority with investments made into maintaining the highest safety standards.
- Continuously assess product safety through regulatory compliance checks, third party audits and independent audits to protect customers during product use.

3.9 Communication and Training:

This policy will be communicated during the induction of new joiners. The policy shall also be disclosed to external stakeholders, and supply chain partners.

3.10 Review of Policy:

Human Rights Policy has to be approved by MD. The Organization reserves the right to modify and/or review the provisions of this Policy from time to time, in order to comply with applicable legal requirements or internal policies, to the extent necessary.

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