

2.4 HUMAN RIGHTS – STATEMENT OF INTENT

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Developed by: ESG Department

Owner Department: Human Resources Department & ESG Department

Approved by : Group CEO

OBJECTIVE:

Shirdi Sai Electricals Limited supports the protection and elevation of human rights and is guided by fundamental principles of human rights, such as those enumerated in the Universal Declaration of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work ("ILO Declaration").

Our support for these fundamental principles is reflected in our policies and actions towards our employees, suppliers, clients, communities, and the countries where we do business.

SCOPE:

This statement applies to:

- i. Both executive and non-executive Directors of the company
- ii. All employees & associates of the company on permanent and contract role.
- iii. Suppliers, subsidiaries, distributors, business contacts, agents, advisors, business associates, current and potential clients, customers and others acting on the Company's behalf.
- iv. While dealing with government, public bodies and non-profit organizations including their advisors, representatives, officials, politicians, and political parties.

MAIN CONTENTS OF THE HUMAN RIGHTS STATEMENT

Equal Opportunity Employer:

Our Code of Conduct and Ethics governs our inclusion strategy. A key tenet of the code of conduct is respecting each other through creating an equal opportunity workplace free of discrimination and harassment. We do not discriminate or allow harassment based on race, colour, religion, disability, gender, caste, national origin, sexual orientation, gender identity, gender expression, age, genetic information, military status, or any other legally protected status.

Harassment Free Workplace:

We are committed to providing a work environment free from harassment. Company policy prohibits sexual harassment and harassment based on pregnancy, childbirth or related medical conditions, race, religious creed, colour, national origin or ancestry, physical or mental disability, medical condition, marital status, age, sexual orientation, or any other type of harassment protected by state, or local law or ordinance or regulation.

Workplace Diversity:

We aim to create an inclusive workplace and leverage the power of diversity for sustainable competitive advantage, where employees from different backgrounds can have the opportunity to participate, develop and contribute freely and equitably. By an inclusive environment, we mean creating a place free of barriers in which every employee can have the opportunity to participate, contribute and develop freely and equitably.

Our Diversity Philosophy celebrates the common values that bring joy, happiness, energy, and enthusiasm to the community and focuses on bridging differences by enhancing commonalities among the diverse work pool.

Freedom of Expression and Association:

We respect the right of employees to exercise their lawful right of free association. We recognize the employees' right to assemble, communicate and join association of their choice in matters related to their employment within the purview of the policies and procedures of the Company. We respect the rights of our employees to associate or not associate through Internal Employee Resource Groups and seek representation, to bargain or not bargain collectively in accordance with local laws.

Abolition of Forced Labour:

We are against any form of coercion, use of physical punishment or threats of violence or other forms of physical, sexual, psychological or verbal abuse as a method of discipline or control.

Abolition of Child Labour:

We are against the exploitation of children (any person below the age of 18 years) through any form of work that deprives them of their childhood, interferes with their ability to attend regular school, and is mentally, physically, socially or morally harmful.

Safe & Healthy Workplace:

We strive to institutionalize health and safety processes, with special focus on aspects such as women's safety, motherhood and associated special care and assistance, assistance to persons with disability, emergency response and preventive health & safety measures.

Employees are encouraged to highlight concerns or health/security hazards to the management.

Sustainability:

We are committed to follow sustainable practices in all our endeavors. As a responsible corporate citizen, we are committed to deliver value to all our stakeholders including clients, employees, investors, suppliers, government, and community.

Data Privacy:

The Company is committed to protect the data privacy of employees (including ex-employees and retirees), customers and suppliers. We do not disclose information to third parties without explicit consent of our stakeholders, unless required by law to do so.

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