



Human Rights Policy

V-Guard Industries Ltd.



Version 1.0 Dated 22.03.2023

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Purpose

We stand by our belief that our business can attain its true value and success when we uphold human rights in all our interactions. We believe that our business is capable of empowering human rights by contributing positively through our activities.

We believe in human rights as a fundamental value for V-Guard Industries Limited (the Company). As a business, we realize the importance of our participation in the long-term protection and practice of human rights in the society. Human rights are extremely essential for our employees, workers, shareholders, investors, customers, communities where we operate, and civil society associations. We support and recognize all internationally recognized human rights that are relevant to our business.

Scope

We shall ensure that the constituents of this policy are upheld across all our offices, warehouses and plant locations. Our policy applies to our Company, the entities we own, the entities in which we have a majority interest, and the facilities that we manage. All identified adverse impact to human rights caused due to business activities or activities that we are linked to shall be addressed with fair and just remediation. We also expect our suppliers and vendors to maintain these principles and we urge them to adopt similar or equivalent policies in their businesses.

Constituents of the policy

a. Workplace safety and security

We shall be committed to maintaining a safe workplace free from but not limited to mental harassment, sexual harassment, intimidation of any form, and other unsafe or threatening conditions arising from internal or external conditions. Privacy and security of employees are of utmost importance and are provided on a need basis to uphold employee dignity.

We shall remain committed to providing a safe and healthy working space for our employees across all locations. We shall maintain compliance with the highest applicable health and safety regulations and standards based on our internal requirements. We maintain a record of identified risks, accidents, injuries, and other health impact at the workplace through employee consultation and input.

b. Human Trafficking, Child labour, and Forced labour

We are strictly against all and any form of forced labour, comprising but not limited to prison labour, indentured labour, bonded labour, military labour, and modern forms of slavery. We have zero tolerance towards human trafficking or any similar activities.

Hiring any individuals below 18 years of age for any positions across our business operations is strictly prohibited.



c. Fair pay to employees

We shall commit to ensuring that our employee compensation is maintained at competitive levels relative to the market. We will ensure that our employees are provided applicable compensation, overtime benefits, and other benefits as per company policy which will be equal to or more than statutory requirements.

We shall also commit to ensuring that our employee concerns and issues are promptly addressed, and relevant channels of communication are available to all our employees.

d. Guidance on reporting violations for employees

We have always encouraged transparent communication among our employees and management across all workspaces and we shall remain committed to uphold the same. We shall ensure compliance to applicable employment laws and regulations. The company shall ensure that all employees are aware of updates and changes in the policy through regular trainings.

Employees are required to report any violations of this policy through the Grievance Redressal Mechanism. Details on the mechanism to report any grievances can be found in our Grievance Redressal Policy.

Moving Forward

We endeavour to revise the policy from time to time to reflect changes in statutory requirements as well as address evolving issues on human right in society.