

HUMAN RIGHTS POLICY

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Talent Mangement-HR Department

Version History

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22-03-2023	POL_HUMANRIGHTS_01	Remya Ann Jose, Head TM	P T George, VP HR
04-03-2024	POL_HUMANRIGHTS_02	Remya Ann Jose, Head TM	Venkateshwaran Sundaram, VP HR

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Purpose

We are committed to respecting human rights as a fundamental value for V-Guard Industries Limited and its subsidiaries (herein referred to as “V-Guard” or “the Company”). As a business, we recognise the importance of our participation in the long-term protection and practice of human rights in the society. We identify and assess impacts, if any, that are caused by business-related activities, act on findings and appropriately communicate with our stakeholders. 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 and requirements of laws of land are upheld across all our factories and establishments, and group companies. We also expect our contractors and suppliers to maintain these principles and/or 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 comply 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 impacts at the workplace through employee consultation and input for proper and righteous resolution.

b. Human Trafficking, Child Labour, and Forced Labour

We are strictly against all and any form of forced labour, comprising but not limited to indentured labour, bonded 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. Wages and Benefits

We commit to ensuring that our employee’s compensation is competitively in line with industry standards. We ensure that our employees are provided applicable wages, work hours benefits, and other social security benefits as per company policy which will be equal to or more than statutory requirements.

We 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. Freedom of Association and Collective Bargaining

We respect the right of employees and workers to have freedom of association and collective bargaining at the workplace in accordance with laws of land.

e. Awareness

The company shall ensure that all employees are aware of updates and changes in the policy through periodic awareness sessions.

f. Guidance on reporting of violations

For any grievances, a written complaint can be registered at vgilgrievance@vguard.in.

This policy shall be reviewed periodically for its suitability and updated as necessary.



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