

JYOTHY LABS LIMITED

HUMAN RIGHTS POLICY

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Jyothy Labs Limited ('the Company') is committed to respecting the human rights of its workforce, communities and those affected by its operations. The Company recognises that it has a responsibility to respect human rights and treat people with respect.

The Human Rights Policy ('the Policy') entails the Company's commitment towards respecting human rights and seeking to avoid involvement in human rights abuses, identifying, assessing and minimising potential adverse impacts of human rights violations.

The Company has identified the following as potential human rights issue which it endeavours to address at all its offices:

- Child labour
- Forced labour
- Discrimination and harassment
- Fair and equal wages
- Health and safety of employees
- Rights of persons with disabilities
- Rights of local people and vulnerable communities

The Company strives to the following to protect human rights and provide a comfortable work environment:

- Maintaining positive legal compliance with the applicable laws;
- Undertaking efforts to identify, manage and assess human rights violations;
- Promoting awareness of human rights with employees through training and communication;
- Developing goodwill, creating employment opportunities and stimulating economic opportunities in the communities that host our activities;
- Prohibiting any contribution to armed conflict or human rights abuses in conflict-affected and high-risk areas;
- Engaging with stakeholders in an inclusive, transparent and culturally appropriate manner on human rights concerns;



- Valuing diversity, equal opportunity and the need to consider the rights of vulnerable groups such as indigenous peoples, women, migrant workers and other minorities;
- Prohibiting all forms of harmful child labour, forced / trafficked labour, discrimination and harassment;
- Providing access to remedy by resolving grievances in a timely and culturally appropriate manner;

The Company is committed to working collaboratively with all stakeholders on maintaining human rights.

The Environment, Social and Governance Committee of the Board will review this Policy on regular intervals and reserves right to amend or modify this it in whole or in part, at any time without assigning any reason whatsoever.
