



Anti-Slavery & Human Trafficking Policy

Introduction:

Techno Electric & Engineering Co. Ltd. (TEECL) strives to be a responsible national and global corporate citizen. We (TEECL) respect, promote and uphold fundamental principles of human rights as defined in the Universal Declaration of Human Rights and the International Labour Organization's (ILO) core conventions on labour standards and labour rights at work (i.e., wages, working hours, social securities, health & safety etc.).

Modern-day slavery is a crime and a violation of fundamental human rights. Modern slavery is a term used to encompass 'slavery or servitude' which includes child labour, forced labour, compulsory labour, bonded labour, human trafficking, all which force persons to work against them to exploit them for commercial or personal gain. Over the past few years, we (TEECL) have continued to improve our business to ensure that modern slavery & human trafficking do not occur anywhere in our business or amongst our suppliers and this statement provides further disclosure of our proactive measures to prevent slavery and human trafficking in our business and supply chain.

1. Purpose:

This policy is intended to express TEECL's commitment to do business with ethical values and embrace practices that support human rights and labour laws in the communities in which we operate. This policy applies to all people working for us or on our behalf in any capacity, including employees & workers at all levels, suppliers, directors, management, officers, agency workers, agents, contractors, external consultants, third-party representatives and business partners. It sets out expectations for all stakeholders and protects our brand, reputation, and most importantly, human dignity.

2. Commitment:

We strongly oppose any form of slavery & human trafficking in our business and desire our supply chain to be free of these scourges too. We seek to uphold the highest standards of honesty, integrity, and transparency in all our business dealings and relationships. TEECL has a zero-tolerance approach to the mistreatment of people across our entire value chain. We are committed to preventing slavery, human trafficking, forced or compulsory labour and child labour throughout our business and supply chain. We uphold fair labour practices including safe working conditions, legal wages, and reasonable working hours. The prevention, detection and reporting of modern slavery in any part of our organization or supply chain is the responsibility of all those working for us or on our behalf. Employees and workers must not engage in, facilitate or fail to report any activity that might lead to, or suggest, a breach of this policy.

Techno Electric and Engineering Company Ltd.

3. Principles:

We embed the following principles into our operations and supplier relationships:

- Zero-tolerance approach to modern slavery.
- Prohibiting all forms of child labour, forced labour, compulsory labour, and bonded labour in the workplace.
- Fair, ethical, and lawful treatment of all workers, including migrants and temporary staff.
- Comply with all national and international laws on human rights and labour practices.
- Support for grievance mechanisms and access to remedies.

4. Practices:

To implement our commitments, TEECL undertakes the following:

- Act ethically and with integrity in all our business dealings and relationships to implement and enforce effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or our supply chain. We also ensure there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chain.
- As a part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, and we expect that our suppliers will hold their own suppliers to the same high standards.
- Active engagement with our stakeholders and suppliers to address the risk of modern slavery in our operations and supply chain.
- Comply with all applicable national, global laws and regulations on anti-slavery, labour standards, and labour rights.
- Promote awareness of anti-slavery with employees at various levels of our operations through training and communication.
- Through our whistleblower mechanism, employees, suppliers, communities, customers and contractors can report any violations on modern slavery & human trafficking. TEECL is dedicated to investigating and addressing such issues appropriately while maintaining confidentiality to the extent reasonably practicable and as required by applicable law throughout the process.

- If an occurrence of slavery, human trafficking, forced labour, child labour is found within the organization, TEECL will ensure that a thorough investigation and a quick appropriate action is taken to align with our strong ethical values. In case it is found within supply chain may result in various consequences, including but not limited to termination of the contract, removal/suspension from bidding on future contracts, and any legal actions if necessary.



Ajay Khajuria
(Chief Human Resources Officer)

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