



TECHNO ELECTRIC & ENGINEERING
COMPANY LIMITED

Human Rights Policy

Techno Electric & Engineering Company Ltd. recognizes the valuable role that business can play in the longer-term protection of human rights.

The Company is committed to respecting the human rights of our workforce, communities and those affected by our operations wherever we do business (including our contractors and suppliers) in line with internationally recognized frameworks. Our commitment entails respecting human rights and seeking to avoid involvement in human rights abuses, identifying, assessing and minimizing potential adverse impacts through due diligence and management of issues, and resolving grievances from affected stakeholders effectively.

We endeavour to achieve our commitment by:

- Techno Electric respect for Human Rights and committed for maintaining and improving systems and processes to identify, prevent and mitigate any human rights abuse of its operations.
- Maintaining positive legal compliance with applicable constitutional and regulatory human rights requirements and conforming to Techno Electric Sustainable Business Framework;
- Undertaking an iterative, due diligence process, the focus of which is identifying, assessing and managing potential risks and impacts;
- Aligning our existing policies, processes and activities with our commitment to respect human rights, including those that apply to labour practices, engagement with indigenous peoples; supply chain, and security management.
- Promoting awareness of the human rights with employees at various levels of our operations through training and communication;
- Engaging with stakeholders in an inclusive, transparent and culturally appropriate manner on human rights concerns related to our business activities;
- 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.
- Prohibiting any contribution to armed conflict or human rights abuses in conflict-affected and high risk areas.
- Prohibiting interference in any way with the establishment, functioning or administration of workers' organizations or collective bargaining.
- Providing access to remedy by resolving grievances in a timely and culturally appropriate manner.
- Influencing our contractors, suppliers and other organizations with whom Techno Electric has a leverage to adopt our Sustainable Business Framework and to encourage and support the development of equivalent management systems.
- Developing goodwill, creating sustainable employment and stimulating economic opportunities in the communities that host our activities.
- Establishing clear accountability by assigning adequate resources and responsibilities for effective management of human rights risks; and
- Continually improving human rights performance by sharing good practices and learnings, setting and reviewing targets, and monitoring, reporting and disclosing performance.



Reporting for Employees:

If any employee has any questions about this Human Rights Policy or wishes to report any alleged violation of this policy, he or she should raise those questions or make his or her report through existing processes which are set forth in the Techno Electric Code of Conducts. Techno Electric is committed to investigating and addressing issues raised by employees as appropriate and to maintaining confidentiality to the extent reasonably practicable and as required under applicable law throughout any such process.

Reporting by External Persons:

All reports raised by external persons like customers, communities, suppliers or subcontractors are investigated and addressed according to the existing processes set forth in the Techno Electric Code of Conducts, maintaining confidentiality to the extent reasonably practicable and as required under applicable law throughout any such process.

Human Rights Standards:

In addition to its commitments, Techno Electric is also guided by National and internationally recognized human rights principles set forth in the following documents (collectively the "Human Rights Standards"):

- National applicable Human Rights Law
- The United Nations' Universal Declaration of Human Rights.
- The National and International Labour Organization's Declaration on Fundamental Principles and Rights at Work
- The United Nations Convention on the Rights of the Child
- The United Nations Guiding Principles on Business and Human Rights

This policy shall be reviewed periodically for its suitability and updated as necessary. Techno Electric is committed to the implementation of this policy and to a program of action to ensure that the policy is, and continues to be, fully effective.

The overall responsibility for the policy lies with Management; however, each of us, as employee is required to comply with the policy and to act in accordance with its objectives so as to ensure everyone is treated with the dignity and respect he deserves.

Ajay Khajuria
(Chief Human Resources Officer)

Policy	Version	Adopted	Revised
Human Rights Policy	v 1.0	09 August 2024	NA