

## **HUMAN RIGHTS & HUMAN RIGHTS RISK MANAGEMENT POLICY**

### **INTRODUCTION:**

Puravankara Limited & its subsidiaries (Puravankara Group) recognises the valuable role that business can play in the longer-term protection of human rights. The Group Companies are 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 organisation frameworks. Our commitment entails respecting human rights and seeking to avoid involvement in human rights abuses, identifying, assessing and minimising potential adverse impacts through due diligence and management of issues, and resolving grievances from affected stakeholders effectively.

### **PURPOSE:**

The Human rights are a set of principles concerned with equality and fairness. They recognise our freedom to make choices about our lives and to develop our potential as human beings. They are about living a life free from fear, harassment or discrimination. Human rights are inherent to all human beings, regardless of race, sex, nationality, ethnicity, language, religion, or any other status. Human rights include the right to life and liberty, freedom from slavery and torture, freedom of opinion and expression, the right to work and education, and many more. Everyone is entitled to these rights, without discrimination.

### **PRINCIPLES:**

Puravankara Group strives to respect and promote human rights in accordance with the Guiding Principles on Business and Human Rights. Our aim is to help and increase the enjoyment of human rights within the companies in which we operate. Our Human Rights Policy is a cornerstone in these endeavours.

- Respect for Human Rights
- Community and Stakeholder Engagement
- Diversity and Inclusion
- Freedom to express
- Safety and Healthy Workplace
- Workplace Security
- Forced Labour and Human Trafficking
- Child Labour
- Working Hours, Wages and Benefits
- Land Rights and Water Resources

### **SCOPE:**

The methodology of human right risks and impact assessment applies to all employees, permanent, contractual, temporary and also applies to contractors, suppliers and stakeholders. The methodology mainly refers to stipulation of related guiding principles on Business and human rights.

The organisation endeavours to achieve our commitment by:

- Maintaining positive legal compliance with applicable constitutional and regulatory human rights requirements and conforming to the organisation 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 all business activities.
- Engaging with stakeholders in an inclusive, transparent and culturally appropriate manner on human rights concerns related to our business activities.
- 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.
- Influencing our contractors, suppliers and other organisations with whom organisation 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.

**RISK IDENTIFICATION IN VALUE:**

It is our endeavour to not only prohibit undesirable practices but not to associate with any partner who is in dissonance with our principles of ethical practices. Every vendor/supplier before on-boarding, undergoes a comprehensive screening where compliance to labour laws and human rights such as child labour, working conditions, remuneration, freedom of association, health and safety practices etc. is assessed. The suppliers post on-boarding are assessed at regular intervals to ensure timely identification of any existing risks and they are free to raise any concerns/issues through respective stakeholders.

Since stakeholder engagement is decentralized, employees are accountable for managing relationships, meeting expectations and thus upholding the human rights of all stakeholders within their areas of responsibility. There are number of opportunities that allow stakeholders to report grievances /issues which are appropriately addressed. These complaints are also assessed to identify any prevalent risks related to human rights in our value chain or occurring due to our operations, products and services.

**RISK ADDRESSAL:**

The risks identified in own operations or in the value chain are addressed through implementation of appropriate corrective actions which can range from risk prevention through awareness sessions and precautionary measures, risk reduction through building capacity and safeguards or risk elimination through modifications in the business process or termination of contract.

This policy shall be reviewed periodically for its suitability and modification as necessary and the rights shall remain at sole discretion of the management.