

# HUMAN RIGHTS POLICY

## **1. BACKGROUND**

We at Techknowgreen Solutions Limited (hereinafter referred to as “TSL” / “Company” “We” / “Our”) are engaged in Design, Engineering, Manufacture, Supply, Trading, Erection, Commissioning of Water and Wastewater Treatment Plant and Providing Environmental Legal Consulting, Environmental Clearances, allied environmental services and sustainability services.

TSL is committed to respecting and promoting human rights in all our operation. We strive to ensure that our business practices, policies and decisions do not contribute to or cause any human rights violations all individuals with fairness, dignity, and respect, regardless of their background or identity. Our mission is to uphold the fundamental human rights of all people which is enshrined in our policies procedures, and code of conduct.

## **2. APPROACH**

The policy is based on the foundation of the fundamental of the Universal Declaration of Human Rights, inclusive of those in the International Bill of Rights and Declaration of Fundamental Rights at work as per the International Labour Organization, the United Nation Guiding Principles on Business and Human Right, The Protection of Human Rights Act as per the Constitution of India and the National Guidelines on Responsible Business Conduct (NGRBCs), India.

## **3. APPLICABILITY**

The human rights policy applies to all TSL operation, irrespective of the geographical location. TSL expect all its personnel, employees, contractors, vendors, suppliers, associates, business partners and other stakeholders to adhere to the policy outlined in this document.

## **4. REGULATORY COMPLIANCE**

TSL is committed to respecting the applicable laws and regulations in all territories of its operations, as well as adhering to the national labour laws associated with human rights.

### **4.1 Equal Opportunity, Non-Discrimination, Diversity and Inclusion**

TSL is an equal opportunity employer. TSL prohibits discrimination and harassment of any kind provides equal employment opportunities to all of its employee, job candidates, stakeholders,

Contractors, Customers, Partners and visitors. The company is committed to creating an inclusive and non-discriminatory workplace where discrimination on the basis of race, colour, creed, religion, gender, sexual orientation, national origin, age, disability, or any other protected status recognized by law is prohibited.

#### **4.2 Prevention of Sexual Harassment at Workplace (POSH)**

The company has zero tolerance towards sexual harassment which includes unwelcome sexual acts or behaviour (direct or implicit) that would cause discomfort, embarrassment or humiliation to a person. Sexual harassment at the workplace or outside the premises if involving employees is a grave offence and is therefore punishable. TSL shall compose an internal committee dedicated to hearing and resolving sexual harassment complaints. TSL's POSH policy is gender-neutral and inclusive of women, men and members of the LGBTQIA+ Community.

#### **4.3 Workplace Health & Safety**

TSL is committed to its employees' health, safety, and welfare at work by reducing the risk of work-related injuries and illness by adhering to applicable health and safety legal requirements, continuously improving its health and safety management system, and establishing a framework for setting, and establishing a framework for setting occupational health and safety objectives.

#### **4.4 Prohibition of Child, Forced Labour & Human Trafficking**

TSL strictly prohibits paid or unpaid child, forced labour and human trafficking. We abide by the latest rules and regulations and follow the minimum working age requirements. The Company prohibits their vendors, contractors and suppliers from engaging in any forms of child labour.

#### **4.5 Right to Privacy**

The Company is committed to protect the right to privacy of all its employees and other stakeholders.

#### **4.6 Right to Development**

TSL focuses on performance-based recruitment & selection, training & skill development, compensation, and promotion. The company shall also provide training programs on human rights issues and policies to its employees and workers.

#### **4.7 Freedom of Association and Collective Bargaining**

TSL recognizes and respects its employees' freedom of association and right to engage in collective bargaining, without fear of retaliation, intimidation, or harassment. The organization is dedicated to maintaining positive relationships with duly established employee unions and engaging in good faith negotiations at regular intervals to improve working conditions and ensure fair compensation.

#### **4.8 Decent Working Hours, Minimum Wage and Benefits**

TSL adheres to relevant wage regulations and compensates its employees based on local and national minimum wage, overtime, and benefits as mandated by law. We follow the minimum working hours requirements as set by the latest rules and regulations.

#### **4.9 Work-life Balance**

TSL aspires to provide a harmonious and productive working environment for all its employees, allowing them to achieve a healthy balance between their work and personal lives.

### **5. GRIEVANCE REDRESSAL MECHANISM**

TSL provides its stakeholders a grievance channel for reporting any human rights issues or concerns at [\*\*grievances@techknowgreen.com\*\*](mailto:grievances@techknowgreen.com)

### **6. GOVERNANCE AND REVIEW MECHANISM**

This policy is enforced from April 2023. TSL will annually review and amend the policy when required based on latest government regulations/guidelines and TSL's internal guidelines