



HUMAN RIGHTS POLICY



Human Rights Policy

Vikas Group



Preamble

At Vikas Group, we are committed to respecting and promoting human rights in all aspects of our operations and activities. We recognize that human rights are universal and inalienable. We are committed to respecting the human rights of all our stakeholders, including employees, business partners, suppliers and communities including socially vulnerable groups.



Our Commitment

We are committed to:

- uphold the human rights in line with the principles as per the Constitution of India, Universal Declaration of Human Rights, ILO and relevant national/international frameworks.
- integrate human rights considerations into our business strategies, policies, and practices.
- promote a culture of respect by raising awareness on human rights, amongst employees, communities, business partners and relevant stakeholders.
- avoid involvement with parties violating Human Rights principles.
- taking appropriate measures to prevent, mitigate and redress any human rights violation



Scope

This policy applies to:

- All Vikas Group entities, including units, subsidiaries, and holding companies.
- All employees: permanent, fixed-term, temporary, contractual, trainees, interns, consultants, contractors, home-workers, casual workers, and agency staff.
- All third parties: suppliers, distributors, contractors, agents, joint venture partners, intermediaries, and government officials associated with Vikas Group.



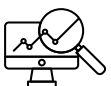
Key Principles

- Zero tolerance for forced, bonded, or child labour.
- Non-discrimination & inclusion: Equal opportunities regardless of race, gender, age, religion, disability, or sexual orientation.
- Ethical recruitment: No bias, favoritism, or recruitment fees; fair disclosure of job conditions.
- Fair wages & working conditions: Compliance with laws, living wages, health insurance, reasonable working hours, and work-life balance.
- Safe & healthy workplace: Prevent hazards, provide protective equipment, and ensure mental & physical well-being.
- Fair & equitable treatment: Respect privacy, safeguard data, and value local culture and communities.
- Freedom of association: Encourage dialogue, representation, and collective bargaining.
- Respect for communities: Protect rights of minorities, indigenous people, and local communities; avoid forced evictions.



Grievance Mechanism

- Accessible, confidential, and transparent grievance channels.
- Report issues to the Vigilance Officer in line with the Vigil Policy.
- Harassment cases are addressed under the POSH Policy.
- Prompt investigation and corrective action for all valid complaints.



Monitoring & Continuous Improvement

- Regular audits, assessments, and updates.
- Training and awareness programs for employees and partners.
- Commitment to continuous improvement in human rights performance.