



Business & Human Rights Policy

1. Purpose

This policy sets out SUPL's commitment to respecting and upholding human rights across all aspects of its operations, supply chains, and stakeholder engagements. It reflects our belief that ethical business conduct and respect for human dignity are essential to sustainable development and responsible corporate behavior.

2. Scope

This policy applies to:

- All SUPL employees, management, and board members
- Contract workers, suppliers, partners, and service providers
- All locations and operations of SUPL, including joint ventures and project sites

3. Policy Commitment

SUPL is committed to:

- Upholding all fundamental human rights as defined by the **Universal Declaration of Human Rights (UDHR)**
- Aligning with the **UN Guiding Principles on Business and Human Rights (UNGPs)**
- Supporting the **International Labour Organization (ILO)** core conventions
- Complying with all applicable national labor, anti-discrimination, and workplace laws

4. Human Rights Principles at SUPL

4.1. Non-Discrimination

We provide equal opportunity regardless of caste, religion, gender, ethnicity, age, disability, or sexual orientation. Discrimination, harassment, or abuse of any form is not tolerated.

4.2. Child & Forced Labor

SUPL strictly prohibits child labor (under 18 years) and any form of forced or bonded labor across its operations and supply chain.

4.3. Freedom of Association

We respect the right of employees to join associations or unions of their choice, as per the law, without fear of retaliation.

4.4. Fair Wages and Working Hours

We ensure fair compensation that meets or exceeds local minimum wage laws and ensure working hours, overtime, and leave entitlements comply with applicable regulations.

4.5. Safe & Healthy Working Conditions

SUPL commits to providing a safe, hygienic, and hazard-free work environment in line with our Occupational Health & Safety Policy.

4.6. Grievance Redressal

Employees and stakeholders have access to secure and fair grievance mechanisms to report any human rights concerns confidentially.

5. Stakeholder Expectations

We expect all our partners, suppliers, contractors, and third-party service providers to:

- Comply with this policy and applicable human rights standards
- Cooperate with any assessments, audits, or investigations related to human rights
- Take corrective action in case of violations or risks identified

6. Due Diligence and Risk Management

SUPL will:

- Conduct **human rights due diligence** to assess risks in our operations and supply chain
- Integrate human rights criteria into procurement, recruitment, and vendor screening processes
- Monitor, report, and address adverse human rights impacts promptly

7. Training and Awareness

- Employees receive periodic training on business ethics, workplace rights, POSH, and grievance redressal
- Contractors and suppliers are briefed on SUPL's human rights expectations during onboarding

8. Reporting & Grievance Mechanism

Any stakeholder may report a human rights concern via:

✉ supl@shraddhagroups.com

✉ Physical submission to HR Department marked “Confidential – Human Rights”

SUPL ensures:

- Non-retaliation for genuine concerns raised

- Confidential, prompt, and impartial investigation
- Timely resolution and feedback

9. Monitoring and Review

This policy will be reviewed **annually**, or sooner if:

- There is a change in applicable laws
- Human rights risks emerge through internal or external assessments
- Stakeholder feedback indicates a need for improvement