

HUMAN RIGHTS POLICY

1. Objective

- a. To ensure diversity, equity and inclusion within our organization.
- b. To ensure a workplace free of discrimination, where everyone brings their whole selves to work.
- c. To ensure that no human rights violations of any sort can occur, knowingly or unknowingly, across the range of our operations and value chain.
- d. To ensure that no human rights violation of any sort can occur, knowingly or unknowingly, in accordance with the adopted standards and the scope of this policy.
- e. To ensure that employees are provided the necessary training and awareness on our Human Rights policy.

2. SCOPE

This statement covers all our employees across Zircon Technologies India LTD.

3. ELIGIBILITY

All employees across all job levels are covered under this policy.

4. MAIN CONTENTS OF THE POLICY

4.1 Equal Opportunity Employer

We do not discriminate or allow harassment based on race, color, religion, disability, gender, national origin, sexual orientation, gender identity, gender expression, age, genetic information, military status, or any other legally protected status.

4.2 Harassment Free Workplace

We are committed to providing a work environment free from harassment. Company policy prohibits sexual harassment and harassment based on pregnancy, childbirth or related medical conditions, race, religious creed, color, national origin or ancestry, physical or mental disability, medical condition, marital status, age, sexual orientation, or any other type of harassment protected by federal, state, or local law or ordinance.

4.3 Freedom of Expression & Association

We recognize the employees' right to assemble, communicate and join association of their choice in matters related to their employment within the purview of the policies and procedures of the Company. We respect the rights of our employees to associate or not associate through Internal Employee.

ZIRCON TECHNOLOGIES (INDIA) LTD.

4.4 Abolition of Forced Labor

We are against any form of coerced or prison labor, use of physical punishment or threats of violence or other forms of physical, sexual, psychological or verbal abuse as a method of discipline or control.

4.5 Abolition of Child Labor

We are against the exploitation of children (any person below the age of 18 years) through any form of work that deprives them of their childhood, interferes with their ability to attend regular school, and is mentally, physically, socially or morally harmful.

4.6 Health, Workplace Safety and Environment

We are committed to demonstrating a high standard of environmental protection and provision of a safe and healthy workplace. We have in place various practices, policies to ensure a safe and healthy workforce

4.7 Employee Handbook

It is important to educate employees on their rights and responsibilities. We have created reference documents in the form of employee handbooks and policy portals that serve as a guide to employees on their benefit entitlements. These documents are reviewed regularly to ensure they are always updated.

5. EXCEPTIONS

None

6. EFFECTIVE DATE

This Policy is effective from Mar 25, 2018



Authorized Signatory

Shalini Sahani Chadha

Manager Human Resource