



Human Rights Policy

(Approved by Board of Directors at the meeting held on January 27, 2024)

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Human Rights Policy

Objective

We aim to demonstrate our commitment to globally recognized human rights principles and standards. Our organization is dedicated to fostering diversity, equity, and inclusion and we are devoted to maintain a workplace free from discrimination, encouraging individuals to express their true selves. We work diligently to prevent any form of human rights violations across our operations and value chain, whether intentional or inadvertent and we are resolute in ensuring that human rights violations are avoided, aligning with adopted standards and the scope outlined in this policy. Employees receive essential training and awareness about our Human Rights policy and actively engage with stakeholders to promote awareness. Human rights training coverage is a vital Key Performance Indicator (KPI) reflecting our commitment to respecting and upholding human rights.

Scope & Applicability

The Policy addresses pertinent issues related to our business and applies to all our employees, business partners, and other relevant stakeholders

Key focus areas in Human Rights

1. **Diversity and Inclusion:** CGCL is dedicated to nurturing a diverse and equitable culture, valuing every individual's unique life experiences and ensuring their ability to flourish in an inclusive environment.
2. **Equal Opportunity and Non-Discrimination:** CGCL upholds a 'No Discrimination Policy,' affirming its dedication to fostering equal employment opportunities without bias based on factors such as age, color, disability, marital status, nationality, race, religion, sex, sexual orientation, or any other form of discrimination. The policy adheres to relevant regulations and considers the qualifications and merit of each individual. We are committed to fairness and equality in all interactions with customers and stakeholders. All employees are obligated to follow the CGCL Code of Conduct, which requires them to treat customers, competitors, employees, suppliers, and other business associates, as well as public authorities, with fairness and integrity.
3. **Freedom of Association and Collective Bargaining:** CGCL acknowledges and respects the right to freedom of association and collective bargaining. We adhere to all relevant laws, rules, and regulations in the countries where we operate.
4. **Harassment-Free Workplace:** CGCL acknowledges the importance of a workplace free from harassment, understanding that it plays a vital role in enabling our employees to express their authentic selves at work. We are dedicated to upholding the rights of all our employees and are committed to offering a work environment that is devoid of any physical, verbal, or psychological harm. Our policies and systems have been meticulously designed to prevent such situations and to handle them effectively if they occur.
5. **Prevention and Prohibition of Sexual Harassment at workplace:**

CGCL strictly adheres to its policy on the Prevention and Prohibition of Sexual Harassment at the Workplace, aligning with the Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013. CGCL maintains a zero-tolerance approach towards any behavior by employees that could be categorized as 'Sexual Harassment' in the workplace. We are fully committed to upholding the dignity of every female employee within CGCL. This commitment extends to maintaining a continuous "Zero Tolerance" stance against any actions by employees that may constitute sexual harassment in the workplace.

6. **Prohibition of child labor, forced labor and human trafficking** We strictly adhere to legal requirements and fundamental labor principles, including the prohibition of child labor, forced labor, and human trafficking. We maintain full compliance with applicable constitutional and regulatory human rights standards and have a zero-tolerance policy towards any such activities.
7. **Healthy safe and respectful working environment:** CGCL is dedicated to ensuring a safe and healthy workplace for all. According to the company's Code of Conduct, employees are required to integrate environmental, health, and safety concerns into their daily tasks. Additionally, the CGCL fosters a culture where the use of derogatory or abusive language and misconduct among colleagues, regardless of their position or reporting structure, is not tolerated. Any employee subjected to such behavior is encouraged to report the incident without fear of reprimand or victimization.
8. **Prevent/respect of equal remuneration for men and women:** : Ensuring and promoting gender equality and fair compensation practices within the organization.

Responsibility, Alignment and Feedback

Every member of CGCL is accountable for implementing this policy fully and genuinely. Any employee who breaches this policy or discriminates against any person with a disability or harasses them will be addressed in accordance with the company's Code of Conduct. All pertinent stakeholders will be consulted as and when required to obtain feedback on the policy. This policy is influenced by multiple international human rights frameworks, providing us with guidance on the best practices to respect and support all our stakeholders. Furthermore, any grievances related to human rights violations can be reported to the Human Resource partner.

Effective Date: _____

Reference

1. *The OECD Guidelines for Multinational Enterprises*
2. *ILO Declaration on Fundamental Principles and Rights at Work*
3. *United Nations Global Compact Principles*
4. *United Nations Guiding Principles on Business and Human Rights*
5. *Universal Declaration of Human Rights*
6. *United Nations Convention on the Elimination of Discrimination against Women*