

Human Rights Policy

We highly regard and uphold human rights. We aspire to promote safeguard human rights at the work place and expect the same from our stakeholders.

a) Child labour/coercive labour

We pledge to never use/hire child labour or coercive labour in any our operations at any sites. We monitor compliance of the regulatory mandate of minimum working age criteria and prohibit the use of child labour in our operations. We do not employ forced/coercive labour or bonded labour.

b) Non-discrimination and equal opportunities:

Throughout our operations, we are committed to and work to ensure that our employees and workers are treated with dignity, respect and fairness and not subject to harassment, forced labour or other inhumane treatment based on their gender, sex, race, religion, caste, ethnicity, nationality, age, disability or family status.

c) Environment, Health and Safety:

We aim to enhance our EHS performance constantly and seek ecologically sound business practices. We keep track of all events, conduct thorough investigations and provide training to workers about safety measures to be taken at the construction sites including knowledge of potential risks and the necessary steps to reduce them.

d) Recruitment:

The Company follows merit-based procedures in terms of hiring, paying of employees and promotions. All the terms and conditions are disclosed and no fraudulent recruitment practices are tolerated.

e) Safe workplace:

The Company is dedicated to provide a secure workplace that is free from threats, both internally and externally including harassment, violence, intimidation and other disruptive situations.

f) Sexual harassment:

We value work environment that is free from sexual harassment and offers equal opportunity to men and women. The gender equality includes safeguarding women from sexual harassment and right to work with dignity.

g) Ethics, accountability and integrity:

We believe in rightness of our business conduct and assume responsibility for right business actions. Our business decisions are guided by ethics, accountability and integrity. We are committed to maintaining an environment in which all employees are treated with respect and dignity. We believe in open dialogue and clear communication with all stakeholders. We encourage lawful and ethical conduct in all spheres of business. The management and the respective head of sites shall continue to inculcate a culture of setting high standards of ethics, accountability and integrity.

h) Conflict of interest:

The Company is committed to preserve the values and employees are duty bound to protect the fundamental interest of the Company in their functions. The relationship of the Company with its employees is based on mutual trust. We expect our employees not to make use of their position with the Company for their personal advantage, private purposes, engage in activities that will bring direct or indirect profit to the competitor, using company equipment, data and/or intellectual property or means, to support an external business and the employees acting in ways that compromises the Company's business interest. Thus, our emphasis is to bring awareness among our employees, towards value based functioning, to avoid any sort of conflict of interest on the part of employees.