



HUMAN RIGHTS POLICY

Humility is one of our core values and forms an essential element of our Business ethos.

As a responsible corporate house JM BAXI GROUP recognises its responsibility towards the mankind and thus to respect and honor the human rights. JM BAXI Group is committed to respecting all locally/ internationally recognized human rights as relevant to our operations, and recognizes and adheres to the principles concerning fundamental rights set out in the International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work.

Our commitment entails respecting human rights and seeking to avoid involvement in human rights abuses, identifying, assessing and minimizing potential adverse impacts through due diligence and management of issues effectively. Every entity of the Group endeavors to achieve this commitment by way of adhering to the following principles:

Human Rights:

Every Business Unit shall support and respect the protection of internationally proclaimed human rights. Every business unit must comply with all applicable laws and respect internationally recognized human rights, wherever they operate and not indulge into any activity that might implicate it in human right abuse.

Every Business unit shall, in its operations and day-to day practices abide by this commitment of the group to respect the Human Rights:

In the workplace:

- By providing safe and healthy working conditions.
- By guaranteeing freedom of association.
- By ensuring non-discrimination in personnel practices.
- By ensuring that it does not use directly or indirectly forced labor or child labor.
- By providing access to human amenities for the workers and their families, if these are not provided elsewhere.
- By making reasonable accommodations for all employees' religious observance and practices.



In the community:

- By preventing the forcible displacement of individuals, groups, or communities
- By working to protect the economic livelihood of local communities.
- By contributing to the public debate. By allowing to express the direct and indirect employees to voice their views on matters that affect their operations, employees, customers, and the communities of which they are a part.
- By fostering opportunities for women to empower and excel.
- Wherever the business operations use the security services to protect their operations, they must ensure that existing international guidelines and standards for the use of workforce are respected.

Each entity of the JM Baxi Group shall sign up to this policy that shall be implemented throughout its operations. This policy shall be reviewed periodically for its suitability and updated, as necessary.

Remedial action: Should it observed, or is brought to the notice by way of a reference or a complaint, appropriate action shall be taken by the respective business unit depending on whether the action or lack of it , it has caused or contributed human rights abuse, and the company should cause to cease such practice or prevent the impact as may be best suitable depending upon the case, and the decision of the person in-charge Human Resource department (Corporate HR Head) shall be final and binding this respect.

A handwritten signature in black ink, appearing to be "Aur", written over a horizontal line.

Corporate Human Resources

Date: 23rd September 2020