



Excel Telesonic India Pvt. Ltd.

Human Rights Policy

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	EXCEL TELESonic INDIA PRIVATE LIMITED & SUBSIDIARIES	DOC. NO.: CE/Policy/WHSE/HRP/01
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	TITLE: Human Rights Policy	EFFECTIVE DATE: 01-Mar-2024

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Human Rights Policy

At CloudExtel we recognize the significance of upholding human rights in all aspects of our operations and engagements. We are committed to promoting and safeguarding human rights in alignment with national and international regulations of all our direct and indirect employees, local communities, consumers, and other relevant stakeholders. Our Human Rights Policy is aligned to the UN Guiding Principles on Business and Human Rights and includes strict prohibition of child or forced labor - either directly or through contract labor. We understand human rights-related risks may occur in our supply chain. Therefore, although all our significant vendors and suppliers have adequate systems to safeguard the human rights of their workforce, we continue to engage these businesses diligently.

This Human Rights Policy outlines our key commitments, responsibilities, and actions to ensure the protection and respect for human rights throughout our business operations.

Governance and Integration of Human Rights:


- CloudExtel shall establish a dedicated governance structure responsible for overseeing the implementation and compliance of this Human Rights Policy.
- We shall integrate a human rights approach into our business strategy and risk frameworks to ensure the consideration of potential human rights impacts in all our decisions and activities.
- We shall foster a comprehensive understanding of human rights among all our employees, stakeholders, and business partners to promote a culture of respect and responsibility.
- We will advocate for the protection of human rights and work to prevent adverse impacts that may result from or be caused by our business activities.

Respect for Rights Holders:

- CloudExtel recognizes and acknowledges the human rights of various stakeholders who may be impacted by our operations. These include, but are not limited to:
 - Permanent employees, and off roll Employees.
 - Communities affected by our operations.
 - Employees of our value chain partners (suppliers, vendors etc.)
- We shall treat all rights holders with dignity, fairness, and respect, without discrimination based on race, religion, caste, gender, age, disability, HIV/AIDS status, or any other characteristic.
- We shall promote gender equality including women and members of the LGBTQ+ community, etc.

Addressing Key Human Rights Issues:

- CloudExtel has identified specific salient human rights issues that are considered priorities across our value chain. These include but are not limited to:
 - a) No Child Labour
 - b) Equal Opportunity
 - c) Fair Wages
 - d) No Forced Labour

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- e) Health and Safety
- f) Non-harassment
- g) Right to privacy
- h) Rights of indigenous persons
- i) Rights of persons with disabilities
- j) No Contemporary forms of slavery
- CloudExtel is committed to proactively addressing these human rights issues across our entire value chain and supply network.

Engagement with Local Communities:

- CloudExtel respects and preserves the cultural lifestyle and heritage of local communities, including socially vulnerable groups like indigenous people, women, children, LGBT+ individuals, and people with disabilities.

Privacy and Data Protection:

- CloudExtel shall respect individuals' privacy and comply with all applicable laws and regulations concerning the collection, storage, use, retention, transfer, and deletion of personal information.

Compliance and Continuous Improvement:

- We are committed to complying with all legislative requirements in the jurisdictions in which we operate, as well as relevant UN Principles of Human Rights.
 - We shall review and revise this Human Rights Policy annually to ensure its content and robustness reflect our commitment to human rights.
 - We shall review our performance periodically to ensure ongoing management of human rights.
 - By implementing this comprehensive Human Rights Policy, CloudExtel and its subsidiaries affirm our commitment to respecting and protecting human rights in all aspects of our business. We strive to contribute positively to the well-being of our employees, contractual workers, stakeholders, and communities, promoting a just and inclusive society.
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