

## Human Right Policy

HMA Industries Pvt. Ltd. (HMAI) recognizes that businesses cannot operate in isolation and must work with the ultimate objective of creating value for society. HMAI respects and upholds high standards on the protection of human rights and acknowledges its responsibility for conducting its business ethically and contributing positively towards human rights-related aspects, in complete alignment with all applicable laws and regulations. HMAI is committed to developing a culture that inculcates respect, support, and protection of human rights.

### Purpose:

The policy has been framed to ensure complete adherence to human rights principles across all locations and operations.

### Scope:

This Human Rights Policy ("Policy") specifically identifies human rights-related aspects such as prohibition of child labour, prohibition of forced labour, compliance with Modern Slavery Act, fair working conditions, and payment of minimum wages. The Policy shall be applicable to all employees (whether employed on a temporary, fixed term, permanent or part-time basis), including those working with HMAI subsidiaries. HMAI expects all its service providers to adhere to this policy when operating from HMAI.

### Enforcement

HMAI believes that it has a responsibility to ensure that human rights are understood and observed in the areas that it works. HMAI, through its various cross-functional teams strives to create a work environment that is conducive to safeguarding human rights.

All employees are encouraged to raise their concerns if they see or suspect any possible violation of this Policy or any of HMAI's procedures or domestic laws as applicable or any other conduct that is unprofessional or inappropriate, report it at [sithik@hma-industries.com](mailto:sithik@hma-industries.com).

### Policy principles

HMAI follows all the applicable domestic laws pertaining to human rights. HMAI ensures conformance to fundamental labour laws and regulations in its business operations including the prohibition of child labour, prohibition of forced labour, freedom of association.

HMAI fosters a workplace environment that is free of discrimination or harassment based on age, colour, gender, social status, marital status, differently abled, race, national / regional origin, ancestry, indigenous status, personal - beliefs, religion & spiritual practice, political affiliation, sexual orientation, and/or HIV/AIDS amongst others) in all its operations by imparting relevant training and aligning the conduct of its employees. Any violations in this regard are handled with strict, appropriate, and timely action in consonance with the domestic laws of the concerned country. HMAI respects freedom of association and right to collective bargaining and assures no interference with the same when such activities are undertaken beyond working hours.

Our commitment entails respecting and protecting 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, and resolving grievances from affected stakeholders effectively.

HMAI has identified the following main areas of responsibility. The principles described below should be regarded as a minimum standard.

Human right aspects of the policy to include:

- **Safe working conditions:** HMAI ensures to provide safe working conditions for all including employees, customers, business partners, and visitors and aim to continually improve our performance, always seeking to reduce risk. Further, HMAI ensures awareness and adherence to applicable health and safety laws and its internal policies, where it operates
- **Harassment and abuse:** HMAI treats its employees with respect and dignity. Across all sites and offices, HMAI aims to maintain a harassment-free workplace, which can take many forms including physical, sexual, verbal or visual activity that generates an atmosphere that is offensive, aggressive, or threatening
- **Workplace security:** In addition to maintaining a harassment free workplace, HMAI is also committed to protect its employees from unsafe or disruptive conditions due to any existing or potential threats. HMAI will deploy security guards or agencies for its employees and assets as required
- **Forced labour, bonded labour, modern slavery & human trafficking:** HMAI has a policy of zero-tolerance towards acts of modern slavery which are unlawful and are a violation of fundamental human rights. HMAI prohibits and is strictly against the use of forced or bonded or involuntary labour and any form of human trafficking across the organization. HMAI employees are the only personnel, who have the legal right to perform work at the premises. HMAI employees shall enjoy the freedom of movement during the employment and have the freedom to terminate employment subject to agreed notice. HMAI will not withhold any original documents such as identity, immigration, work permit, personal belongings, financial guarantee, or wages, beyond as reasonably necessary for administrative reasons. HMAI provides written agreements to its employees describing the worker's terms of employment in a language understood by the employee.
- **Child labour:** HMAI prohibits any form of child labour (any person below the age of 18 years) for any work at its premises.
- **Wages & benefits:** HMAI provides its employees' compensation competitively in line with industry standards and in complete adherence to applicable wages and benefits suggested by bylaws or as per the ILO conventions. HMAI endeavours to promote work-life balance and compliance with all applicable laws of the domestic country pertaining to wage, work hours and employee benefits.
- **Equal Remuneration:** HMAI is committed to ensuring equal remuneration for all employees, regardless of gender. We uphold the principle of equal pay for work of

equal value, fostering a fair and inclusive workplace where compensation is based solely on skills, experience, and job performance