

Human Rights and Social Responsibility Policy

We believe that our strong commitment to the highest standards of corporate citizenship and sustainability strengthens our business, our workforce and the communities where we operate. Human Rights & Social Responsibility is integral to the way we conduct business.

Our Ethics

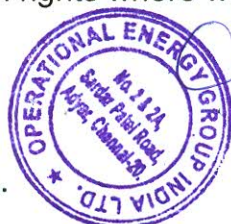
- We conduct our business to the highest standards of business and personal integrity as detailed in our Code of Business Conduct and Ethics.
- We respect the law in countries where we operate.
- We are committed to transparency and good governance. We believe in fair and honest competition.
- We endorse and respect the Universal Declaration of Human Rights (UDHR).
- We endorse and implement international voluntary initiatives designed to protect the environment and human rights, including the United Nations Global Compact and the Voluntary Principles on Security and Human Rights.
- We provide training for employees to comply with our voluntary commitments, Code of Business Conduct and Ethics.
- We expect our contractors and suppliers to respect our Code of Business Conduct and Ethics and related policies, or to adopt equivalent standards, and to train their employees accordingly.

Our Communities

- We conduct Environmental and Social Impact Assessments to identify and understand the potential social, cultural and environmental impact of our operations.
- We identify and assess our contributions to social and cultural changes in the areas where we operate and develop appropriate strategies to respect the rights and cultures of local communities.
- We collaborate with host governments, civil society, businesses and other stakeholders to make lasting contributions to social development, especially in the areas of education and health.
- We are committed to respecting all human rights where we operate.

Corporate Office :

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- We seek to minimize any negative environmental, health and safety impact on our host communities as a result of our operations.

Our People

- We support the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work.
- We do not permit the employment of under-age children in our workforce or the use of forced or compulsory labor in any of our global operations.
- We are committed to diversity and provide equal employment opportunities to all employees and job applicants regardless of race, color, sex, age, sexual orientation, creed, national origin or disability.
- We do not tolerate any form of workplace harassment including sexual harassment of an employee or employment candidate.
- We recognize and respect our employees' right to join associations and choose representative organizations for the purpose of engaging in collective bargaining in a manner that is consistent with applicable laws, rules, regulations and local customs.
- We are committed to providing challenging and rewarding career opportunities to ensure that we have a skilled, capable and energized workforce.
- We provide learning opportunities for employees to maximize their potential and ensure that the company achieves its business objectives.
- The health and safety of our employees and neighbors is a paramount concern. Our Environment, Health and Safety policy addresses these areas in greater detail.




S. Ramesh
Managing Director

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