



## **Human Rights Policy**

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## **1. Preamble**

Antony Waste Handling Cell Limited (AWHCL) respects and supports all stakeholders' dignity, well-being, and human rights and is committed to fostering a culture of respect and support for human rights and to avoiding complicity in human rights violations.

AWHCL would ensure compliance with fundamental labour principles in all of its operations, including the prohibition of child labour and forced labour, freedom of association and the right to collective bargaining, and protection from discrimination (based on age, gender, marital status, differently abled, race, national/regional origin, ancestry, indigenous status, personal beliefs, religion & spiritual practise, political affiliation, sexual orientation, and HIV/AIDS).

## **2. Objective**

This policy aims at recognizing and protecting the dignity of all human being. Antony Waste Handling Cell Limited including its associates and subsidiaries understand the role that companies can play in protection of human rights and consequences on infringement of the same.

The policies framed are guided by the fundamental principles enumerated in the United Nations Universal Declaration of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work ("ILO Declaration").

## **3. Scope**

The policy applies to all employees, directors, officers, and agents of the Company, as well as any third parties who are engaged in the company's business activities, but not limited to its products, services, and supply chain.

## **4. WE ARE COMMITTED FOR**

### **A. Dignity**

#### **a) Non-Discrimination**

- We are committed to ensuring equal treatment and opportunities for all individuals, regardless of their race, colour, ethnicity, nationality, religion, gender, sexual orientation, gender identity, age, disability, marital status, or any

other protected characteristic. Discrimination or harassment in any form will not be tolerated.

- All differently abled will be treated with dignity and respect. Company will try and if feasible, provide necessary facilities to the differently abled people, as defined under the Rights of Persons with Disabilities Act 2016. The Company will not do such things, which expose differently abled to undue hardships (for eg: asking them to lift heavy objects etc.). Further, the Company will respect language, culture, and values of indigenous people.

## **B. Well being**

### **a) Physical and mental health of stakeholders**

- Making available safe drinking water
- Providing basic amenities such as urinals and washrooms
- Ensuring our operations do not adversely impact long term health of our people

### **b) Parenthood**

- Provide women with maternity leave for the period as prescribed under the Maternity Benefit Act, without risk of losing their employment or responsibilities.
- Grant women temporary leave in case of illness or complication related to pregnancy or birth, without risk of losing their employment.
- Provide male with paternity leave for the period as per the company policy.
- Maternity and Paternity leave with full pay and benefits are also extended to parents who are legally adopting a child provided that:

The child is less than 5 years of age as on the date of adoption.

That as in the case of maternity leave, the leave could commence up to 2 weeks prior and not later than six months from the date of adoption.

## **C. Health and Safety**

- Our mission for employee health and wellbeing is to add healthy years to the lives of our people, unlocking untapped human potential for our business and our world.

- We are committed to providing a safe and healthy working environment for all employees.
- We will comply with relevant laws and regulations, identify and mitigate occupational health and safety risks, and provide appropriate training and resources to ensure the well-being of our workforce.
- Provide emergency care for temporary or permanent injury or illness.
- Give reasonable time to recover from the injury or illness, without risk of losing their employment or responsibilities.
- When the individual returns, Company will ensure that injured/ ill individuals are given appropriate duties and assistance while they recover from the injury or illness.

**D. Culture of respect & support for Human Rights**

**a) Understanding the perspectives of local/indigenous people through consultation & respecting their rights**

- We will facilitate awareness among our employees of the perspectives of local people's attitudes, beliefs and values which need to be appreciated and protected
- Employees should draw attention to any gaps or inadequacies, and share insights.

**b) Fair Wages and Benefits**

- We will provide fair wages and benefits in compliance with applicable laws and regulations. Compensation will be based on factors such as job responsibilities, skills, and experience, ensuring that employees receive a living wage that meets their basic needs.

**c) Privacy and Data Protection**

- We respect the privacy of individuals and will handle personal data in accordance with applicable data protection laws. We will implement appropriate safeguards to protect personal information from unauthorized access, use, or disclosure.

**d) Avoiding connivance in Human Right abuses**

Company will ensure its non- involvement in human right abuses related to:

**i. Freedom of Association**

- We respect and support the right of employees to freely associate, join or form trade unions, and engage in collective bargaining, in accordance with applicable laws and regulations.

**ii. Forced Labour and Child Labour**

- We prohibit the use of forced labour, including any form of slavery or human trafficking, as well as the employment of underage workers. All employment must be voluntary, and minimum age requirements set by local laws must be adhered to.

**5. Supply Chain Partners' Responsibility**

We expect our suppliers and business partners to share our commitment to human rights.

We will work collaboratively with them to promote human rights throughout our supply chain and encourage responsible sourcing practices.

**6. Implementation**

**a) Training and Awareness**

The Company aims at communicating this Human Rights Policy to all employees and stakeholders and provide training on its principles and requirements. We will encourage open dialogue and provide channels for reporting concerns or violations and ensures that the employees are aware of this policies through training, media, emails, team meetings, and an annual certification process. The Company also makes the employees aware of related laws, guidelines and applicable policies when they join the organization and are given periodic reminders during their tenure, human rights, engagement with stakeholders in an inclusive, transparent and culturally appropriate manner on human rights concerns related to our business activities.

**b) Review and due diligence**

Review and due diligence are a structured and systematic process of understanding with whom the company does or will do business. This policy sets out the minimum required due diligence procedures for doing business with certain third-party service

providers and suppliers. This policy helps identify and manage human rights impact, risks and opportunities that continuously help strengthen our workplace policies, practices and programs. In case of any discrepancies found in this policy, the relevant portions of the above-mentioned policies would be the standard.

**c) Reporting of Violations**

The Company believes in taking feedback from its stakeholders in order to make improvements in these policies. The Company also has a grievance redressal mechanism for dealing with the grievances related to these policies. The feedback and grievances reported by the employees shall be confidential and secure. The following policies (grievance mechanism) provides all stakeholders a secure and 24x7 access to raise grievances and to report any breach of policies and procedures in the Company:

**d) Remediation**

If any violations of human rights occur, we will take prompt corrective action to address the situation, provide remedies to affected individuals, and prevent future occurrences.

**e) Continuous Improvement**

We are committed to continually improving our human rights performance. We will regularly review and update this policy, monitor its effectiveness, and seek feedback from employees, stakeholders, and external experts to drive progress.

**7. Compliance and Reporting**

We will comply with all applicable laws and regulations related to human rights. We will also strive to align with international standards, such as the United Nations Guiding Principles on Business and Human Rights.

We will periodically report on our human rights performance, including our progress, challenges, and actions taken, both internally and externally, as appropriate.

**8. Policy Review**

The policy shall be periodically reviewed and brought in conformity with statutory and regulatory requirements, as and when required.

**9. Interpretation**

In any circumstance where the provisions of this Policy differ from any existing or newly enacted law, rule, regulation or standard governing the Company, the relevant law, rule, regulation or standard will take precedence over this Policy until such time as this Policy is changed to conform to the said law, rule, regulation or standard.

**10. Disclosure**

The Policy is disclosed on Company's website i.e. [www.antony-waste.com](http://www.antony-waste.com).