

K Raheja Corp Real Estate Private Limited

(Formerly known as Feat Properties Private Limited)



Human Rights Policy

OVERVIEW

Approving Authority	Board of Directors of K Raheja Corp Real Estate Private Limited (Formerly known as Feat Properties Private Limited)
Approval Date	29.05.2024
Effective Date	This policy on Human Rights ("Human Rights Policy" or "Policy") shall come into effect from the date it was adopted by the Board of Directors at their Board Meeting held on 29.05.2024.

OBJECTIVE

K Raheja Corp Real Estate Private Limited ("Entity") is committed to conduct its business with social responsibility and in compliance with highest standards of business ethics. The entity recognizes the need to continuously impact society and environment, positively through its business endeavors. It upholds and protects human rights and personal security that is free from harassment or misuse of any kind. It promotes a safe, clean and healthy workplace and living environment.

The Entity's commitment entails respecting human rights across all operations, vendors, suppliers, contractors, and business partnerships, identifying, assessing, and minimizing potential adverse impacts through due diligence and management of issues, and resolving grievances from affected stakeholders effectively, and seeking to avoid involvement in human rights abuses.

APPLICABILITY

This Policy has been approved and adopted by the Board of Directors and is applicable to the Entity.

REVIEW & GOVERNANCE

This Policy is formulated by a combination of international human rights frameworks (see Annex A), which provide guidance on the most effective approaches to respecting and assisting all individuals involved with the Entity. We are dedicated to enhancing our existing policies and procedures to adapt to changes within and evolving expectations from our stakeholders. This policy will be regularly assessed for relevance and updated as required.



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COVERAGE

A. Diversity and Inclusion

The Entity prioritizes diversity and inclusivity, fostering a celebratory environment for all backgrounds. With a zero-tolerance policy against discrimination and harassment, it ensures equitable opportunities and merit-based career progression.

The Entity commits to:

- Ensure equal opportunities in all aspects of employment, including recruitment, compensation, and promotions, guided by global best practices and continual feedback from employees. Every individual, whether an employee or a potential employee, should not experience unfair treatment based on any protected characteristic, encompassing:
 - ✓ age
 - ✓ disability
 - ✓ gender identity
 - ✓ marital status
 - ✓ race
 - ✓ nationality
 - ✓ ethnicity
 - ✓ religion
- Diversity and inclusivity to meet the changing needs of the communities it serves, fostering a culture of belonging for every individual.
- Strictly prohibit discrimination, harassment, and bullying, and ensure that all employment-related decisions are free from bias or prejudice.
- Tailor tools and resources to meet unique needs, ensuring fair and equitable opportunities for all to participate and contribute to their fullest potential.
- Encourage employees to report any violations of this policy, and we prohibit any retaliation against those who report in good faith.

B. Safe and Healthy Workplace

The Entity prioritizes employee safety by ensuring compliance with laws and internal standards. Through collaboration, it addresses risks for a safe, healthy workplace. Additionally, suppliers are expected to provide safe environments and necessary provisions for their employees.

The Entity commits to:

- Acknowledge employer responsibility for worker safety, involving senior management and workers in policy creation.
- Hold all levels of management accountable for safety, committing to legal compliance and aligning with organizational objectives.
- Prioritize hazard identification and elimination, tailoring policies to organizational needs, and establishing clear OHS goals.

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- Ensure clear communication of policies to all parties, encouraging continuous improvement and ongoing employee participation.
- Regularly review and update policies, utilizing various methods for communication and evaluation.

C. Workplace Security

The Entity prioritizes a violence-free, harassment-free work environment, ensuring safety from internal and external threats. Security measures are in place to safeguard employees' well-being while respecting their privacy and dignity, ensuring a safe and secure workplace.

The Entity commits to:

- Maintain a zero-tolerance policy against all forms of harassment, ensuring a harassment-free workplace for all employees.
- Uphold the respect for all employees, providing an environment free from physical, verbal, sexual, psychological harassment etc., including actions towards third parties.
- Regular training sessions to prevent workplace discrimination and harassment.
- Establish procedures and multiple reporting channels for step-by-step investigation of reported incidents, including options for anonymous reporting.
- Firm and progressive disciplinary actions against anyone found guilty of harassment.

D. Forced Labor and Human Trafficking

The Entity prohibits forced labor, prison labor, involuntary labor, compulsory labor, modern slavery and human trafficking, while ensuring compliance with all child labor laws. We foster a safe work environment free from abuse, violence, harassment, and intimidation. Security measures are implemented to safeguard employee safety while respecting their privacy and dignity.

The Entity commits to:

- Adhere to the principles outlined in the United Nations Declaration of Human Rights, ensuring our business operations respect human rights and dignity, strictly prohibit the employment of children or forced labor, including various forms of exploitation such as:
 - ✓ slave labor
 - ✓ prison labor, and bonded labor
 - ✓ physical punishment or abuse

E. Employee remuneration, Work Hours, Wages, and Benefits

The Entity ensures compensation aligned with industry standards and local labor markets, while adhering to relevant laws on minimum wages, working hours, overtime, and benefits. It is also committed to compliance with all labor and employment regulations.

The Entity commits to:

- Pay fair wages to its employees, contractors and suppliers based on industry standards and local labor markets to ensure a living wage.
- Promote work-life balance through stress management programs and initiatives focused on sports and health.

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- Ensure paid family or care leave beyond parental leave to support employees in caring for their loved ones during challenging times. Emphasize compliance with labor and employment regulation

F. Freedom of Association

The Entity emphasizes collaboration and respects employees' freedom to associate and engage in right to collective bargaining, in accordance with India's Freedom of Association regulations. This commitment to upholding Freedom of Association, as mandated by the Indian Constitution, is deeply ingrained in the Entity's core values and regulatory adherence.

The Entity commits to:

- Respect the individual decision of each employee regarding trade union membership.
- Ensure equitable remuneration and employment conditions for all employees performing comparable work.
- Refrain from interfering with workers' rights to express themselves freely and access necessary information for their work.

G. Training and Reporting for Associates

The Entity seeks to foster workplace that value transparent communication among all staff. Continuous training programs will educate employees on the significance of adhering to workplace protocols, including environmental, health, and safety policies, which all employees are expected to uphold.

The Entity commits to:

- Provide diverse training programs to enhance technical skills, leadership abilities, and industry knowledge through workshops, seminars, online courses, conferences, and more.
- Encourage employees to pursue professional development aligned with their career aspirations, benefiting both individuals and the organization.
- Ensure availability of financial aid for approved courses, certifications, or degree programs to facilitate employee growth.
- Uphold supervisors and managers responsible for supporting their team members' development by identifying training needs and fostering a culture of continuous learning within their teams.

H. Consultation and Feedback

The Entity is committed to maintaining confidentiality and ensuring non-retaliation against those who report violations, with disciplinary action for any retaliation. Stakeholder feedback will be actively sought on a regular basis, and grievances regarding human rights violations can be reported confidentially.

- Regular consultations with relevant stakeholders will gather feedback, while mechanisms for reporting human rights violations will be established.
- Confidentiality will be upheld to encourage reporting, with safeguards in place for whistleblowers.
- Retaliation against those reporting violations is prohibited, with disciplinary actions for offenders.

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AMENDMENT

Notwithstanding the above, this Policy will stand amended to the extent of any change in Applicable Laws. The Board of the Director reserves the right to amend or modify this Policy in whole or in part, as may be required.

Approved at the meeting of Board of Directors of K Raheja Corp Real Estate Private Limited held on 29.05.2024.

For and on behalf of K Raheja Corp Real Estate Private Limited

A handwritten signature in blue ink, appearing to read "Ramesh Ranganathan", with a horizontal line underneath.

Ramesh Ranganathan
Director
DIN:03118598



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ANNEXURE A

Reference Frameworks

- a) The OECD Guidelines for Multinational Enterprises
- b) ILO Declaration on Fundamental Principles and Rights at Work
- c) United Nations Global Compact Principles
- d) United Nations Guiding Principles on Business and Human Rights
- e) Universal Declaration of Human Rights
- f) International Covenant on Civil and Political Rights
- g) United Nations Convention on the Elimination of Discrimination against Women



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