POWERICA
A PROMISE FOR POWER

# Human Rights Policy

## Objective

Powerica Limited ("Powerica" or "the Company") is committed to conducting its business with integrity, upholding the highest standards of human rights, ethics, and social responsibility. Through this Human Rights Policy, the company aims to positively impact society and the environment by promoting safe, inclusive, and respectful work environments across all operations, supply chain, and partnerships.

The company adheres to due diligence in identifying and mitigating potential human rights risks while fostering accountability and fair grievance redressal for affected stakeholders.

## Applicability

This overall Policy and all its components extend to all the Directors, employees, officers, workers of the Company across all functions, departments, units. The coverage of this policy also includes all value chain partners including the vendors, transporters and dealers.

## Policy Principles

i. **Diversity and Inclusion**

The Company values diversity and strives for an inclusive culture where every individual is treated with fairness and respect. The company has a zero-tolerance approach to discrimination and harassment ensures equal opportunities across employment practices, including hiring, compensation, and career growth. Employees are encouraged to report policy violations, and the company prohibits retaliation against whistleblowers.

ii. **Safe and Healthy Workplace**

Powerica ensures a safe, clean, and healthy working environment by complying with occupational health and safety laws and standards. The company actively involves senior management and employees in identifying workplace hazards, setting safety objectives, and driving continuous improvement. The suppliers are also expected to provide safe working conditions.

iii. **Workplace Security**

The company maintains a violence-free, harassment-free workplace. Security systems are designed to protect employees while respecting their dignity. Regular training and multiple reporting channels support prevention and address incidents effectively. Disciplinary action is taken against confirmed misconduct.

iv. **Forced Labor and Human Trafficking**

The company strictly prohibits all forms of forced labour, human trafficking, and child labor. Our operations and supply chain align with global human rights principles. No worker is subjected to slavery, prison labour, bonded labor, or abuse. Powerica Limited is committed to fostering an abuse-free and respectful work environment.

v. **Compensation, Work Hours, and Benefits**

The company provides fair wages in line with industry norms and local laws, ensuring a living wage for employees, contractors, and suppliers. All policies promote work-life balance through wellness programs and flexible leave benefits, including care and family leave. Labor regulations are strictly followed.

vi. **Freedom of Association**

Powerica respects every employee's right to freedom of association and collective bargaining. The company ensures no discrimination based on trade union membership and maintain equitable employment terms for all. Open communication is promoted without interference.

vii. **Training and Development**

The company promotes continuous learning through structured training programs, including technical, leadership, and compliance modules. Employees are encouraged to pursue development opportunities, supported by financial aid where applicable. Managers are responsible for identifying team-training needs and building a culture of growth.

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viii. **Consultation and Grievance Mechanism**

Regular stakeholder engagement helps us identify concerns and improve practices. Grievance mechanisms ensure confidential and safe reporting of violations. The company maintains strict non-retaliation policies and take appropriate disciplinary action when needed.

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***Name: Mr. Jai Ram Oberoi***
***Designation: Whole Time Director***
***Date: 21st June, 2025***