

Policy on Human Rights

Our Company, Shilchar Technologies Limited, is dedicated to respecting the human rights of our workforce, communities, and those impacted by our operations worldwide (including our contractors and suppliers).

Following the UN Guiding Principles on Business and Human Rights, the company acknowledges its corporate responsibility to uphold these principles and pledges to demonstrate this commitment through continuous human rights due diligence. Additionally, we engage proactively with our business and major supply chain partners to mitigate potential human rights impacts beyond our direct control. Our support for internationally recognized human rights aligns with our commitment to enhancing our workplace, collaborating with our supply chain, preserving the environment, and supporting the communities where we operate.

POLICY OBJECTIVES:

This Policy aims to outline the expectations for employees and business partners. The Human Rights Policy aims to:

- Inform employees, business partners, and customers of the Company's commitment to human rights.
- Establish the Company's commitment to demonstrating respect for human rights through ongoing due diligence.
- Uphold high ethical standards within the Company.
- Handle information related to employees, customers, stakeholders, and other interested parties with utmost care and confidentiality.

APPROACH:

The Company conducts its business in a manner that respects the rights and dignity of all people, complying with all applicable laws and regulations. Our policies reflect our commitment to protecting internationally recognized human rights. This commitment applies to all locations, and business operations worldwide. This Policy ensures we gather, store, and handle data fairly, transparently, and with respect for individual rights.

a) In Our Operations:

We expect each employee to act lawfully towards other employees, colleagues, business partners, and local communities. We protect employee rights and entitlements through our policies and procedures. All new and current employees must familiarize themselves with this Policy. We use reasonable organizational, technical, and administrative measures to protect personal information under our control. However, no data transmission over the Internet or data storage system can be guaranteed to be 100% secure. If you believe your interaction with us is no longer secure (for example, if you suspect your account has been compromised), please notify us immediately.

b) In the Supply Base:

We expect our business partners, including suppliers and customers, to share our commitment to respecting human rights. All suppliers must comply with this Policy. Information will only be collected for lawful purposes and deemed necessary for those purposes. Negligence in implementing and maintaining reasonable security practices may result in disciplinary action.

c) In the Community:

As an employer and corporate citizen, we are mindful of our role in the communities where we operate. We respect the rights of local communities and those who live and work there, consistent with international human rights standards. We continuously monitor and address the environmental impacts of our operations and strive to create positive impacts on neighboring communities through local engagement and charitable programs.

HUMAN RIGHTS PROTECTION FRAMEWORK & COMPLIANCE:

- Employees who report potential misconduct or assist in inquiries or investigations will be protected against retaliation. All grievances and complaints will be taken seriously and handled with sensitivity and fairness. If you encounter an incident that violates this policy, it must be immediately rejected and reported.

COMPLIANCE:

Breach of this policy will not be tolerated and may result in disciplinary action, including suspension or dismissal. Employees and suppliers are expected to comply with this and all other company policies. Violation of this policy or refusal to cooperate will result in disciplinary action, up to and including termination or termination of contract. If we have strong reasons to believe that our business partners violate human rights, we reserve the right to terminate those relationships.

If an employee is found guilty of discriminatory behavior, disciplinary actions may include reprimand, stoppage of increment, suspension without pay, demotion, or dismissal/termination for more serious offenses.