



ZIRAN INDIA

PLOT NO:-D-89, MIDC, MIRAJ, MAHARASHTRA, INDIA

HUMAN RIGHTS POLICY

Fair Treatment, Labour Rights, Workplace Dignity & Responsible Business

Document No.	ZIR/POL/HR/013	Revision	01
Effective Date	01.04.2026	Review	Periodic / upon material change
Document Owner	HR / Management	Approval	Managing Director
Applicability	All Ziran India operations	Status	Controlled Document

1. Purpose

Ziran India is committed to respecting human rights in its operations and to maintaining a workplace based on fair treatment, dignity, non-discrimination, lawful employment practices and responsible conduct. This policy establishes the human-rights framework to be implemented through the organization's existing HR, safety, ethics, grievance and supplier-management processes.

2. Scope

This policy applies across Ziran India operations and covers employees and, where applicable, persons engaged through contractors and other business relationships whose activities are connected with Ziran operations.

3. Human Rights Commitments

- Respect for human dignity and fair treatment in the workplace.
- Prevention of child labour and forced, involuntary, bonded or prison labour.
- Prevention of discrimination and harassment and promotion of diversity and inclusion.
- Respect for freedom of association and the right to collective bargaining, subject to applicable law.
- Payment of applicable wages and provision of applicable benefits.
- Responsible management of working hours, overtime and weekly rest requirements.
- Protection of occupational health and safety and provision of a safe working environment.
- Respectful handling of employee concerns through grievance and reporting mechanisms.
- Responsible consideration of impacts on local communities connected with company activities.

4. Fair Treatment & Non-Discrimination

Ziran India shall provide a workplace in which employees are treated with dignity and respect. Discrimination and harassment shall not be accepted in employment-related practices or workplace conduct. Recruitment, training, work allocation, performance management and other employment practices shall be managed consistently with applicable requirements and the organization's non-discrimination/non-harassment controls.

5. Child Labour & Forced Labour

Ziran India prohibits child labour and forced, involuntary, bonded or prison labour. Existing HR controls include age verification during recruitment, controls over temporary labour and a remedial procedure for child-labour concerns. These requirements shall also be communicated through applicable supplier and contractor controls.



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6. Wages, Benefits & Working Hours

Ziran India shall comply with applicable requirements relating to wages, benefits, working hours, overtime and weekly rest. Payroll, attendance and related employment records shall be maintained and reviewed through the applicable HR and compliance processes.

- Applicable minimum wages shall be identified and complied with for relevant employee categories.
- Applicable statutory benefits shall be provided and maintained through the organization's HR processes.
- Working hours and overtime shall be controlled within applicable legal requirements.
- Weekly rest requirements shall be observed.

7. Freedom of Association & Collective Bargaining

Ziran India respects applicable rights relating to freedom of association and collective bargaining. Employees shall be able to raise workplace concerns through established channels without retaliation, subject to applicable law and organizational procedures.

8. Health, Safety & Dignity

Human-rights protection is linked with Ziran India's employee health and safety system. The organization maintains procedures covering occupational health and safety, incident reporting and investigation, emergency preparedness, fire safety, first aid, chemical handling and safety committee activities.

9. Grievance, Reporting & Remediation

Employees and other relevant persons may raise concerns through established grievance, whistle-blower and employee-misconduct reporting mechanisms. Concerns shall be assessed and, where non-compliance is established, addressed through appropriate correction, corrective action, investigation and follow-up.

- Grievances and concerns shall be handled through the applicable established channel.
- Retaliation for raising a genuine concern is not permitted.
- Relevant records shall be maintained as controlled documented information.
- Corrective action and follow-up shall be applied where required.

10. Local Communities

Ziran India recognizes the need to consider the potential effects of its activities on local communities. Relevant concerns identified through operations, stakeholder feedback, risk assessment or management review shall be considered through the organization's established risk-management and corrective-action processes.

11. Supply Chain & Business Partners

Human-rights expectations shall be extended, where applicable, through Ziran India's supplier-management framework, including the CSR Supplier Code of Conduct, Vendor Due Diligence Policy, Sustainable Procurement Policy, supplier approval and vendor assessment processes.

12. Responsibilities

Function	Key Responsibility
Managing Director	Approve policy, provide direction and resources, and review significant issues.
HR / Management	Implement HR controls, maintain relevant records and coordinate human-rights-related actions.
Department Heads / Supervisors	Promote fair treatment and safe, respectful workplace practices and escalate concerns.
Employees	Respect workplace rights, follow applicable policies and report concerns through established channels.
Purchase / Procurement	Apply relevant human-rights expectations to suppliers and contractors through the supplier-management system.
Quality / IMS	Support audit, compliance review, corrective action and management-system integration.

13. Monitoring, Review & Continual Improvement

Implementation of this policy shall be monitored through applicable HR records, compliance reviews, internal audits, employee feedback, grievance records, corrective actions and management review. The policy shall be reviewed periodically and updated when legal requirements, operational risks, stakeholder expectations or identified improvement opportunities require changes.

14. Controlled References

- ZIR/POL/HR/004-00 – Forced/involuntary/bonded/prison labour – 01.04.2021
- ZIR/POL/HR/005-00 – Freedom of association & right to collective bargaining – 01.04.2021
- ZIR/POL/HR/006-00 – Minimum wage policy – 01.04.2021
- ZIR/POL/HR/007-00 – Non-discrimination/non-harassment policy – 01.04.2021
- ZIR/POL/HR/009-00 – Policy on no child labour – 01.04.2021
- ZIR/POL/HR/010-00 – Whistle blower policy – 01.04.2021
- ZIR/POL/HR/013-00 – Human right policy – 01.04.2021
- ZIR/POL/HR/014-00 – Grievance redressal policy – 01.04.2021
- ZIR/SOP/HR/009-00 – Sop for child labour remedial – 01.04.2021
- ZIR/HR/SOP/012-00 – Sop for reporting employee misconduct – 01.04.2021
- CSR Supplier Code of Conduct – Supplier Sustainability & Responsible Business Requirements
- Employee Health & Safety Policy and applicable Safety Department procedures

15. Approval

Prepared By – HSE/Admin coordinator	Approved By – MD
	