

TGV SRAAC LIMITED

HUMAN RIGHTS POLICY	
REVIEWED AND UPDATED	21.05.2026

HUMAN RIGHTS POLICY

TGV SRAAC Limited, is committed to respecting the human rights of its employees, communities and those affected by its operations, wherever it does its business, including our business partners, vendors, contractors, and suppliers.

Therefore, in the management of its businesses and operations, the Company strives to uphold the spirit of human rights, as enshrined in the Constitution of India, existing international standards, and the applicable laws of the country of operations.

APPLICABILITY:

This policy applies to all the Directors and Employees of the Company. The Company expects its business partners, vendors, contractors and suppliers to treat their employees, and to interact with communities in ways that respect human rights and adheres to the spirit and intent of our Human Rights Policy. The Company requires its business partners, vendors, contractors, and suppliers to adhere to all domestic laws.

OUR AIM:

- Zero tolerance for abuse to individuals
- Zero violation of human rights
- Zero discrimination at work place

PRINCIPLES:

The important principles of the Company's policy on Human Rights are mentioned below:

1. PROHIBITION OF CHILD LABOUR, FORCED LABOUR, AND HUMAN TRAFFICKING:

The Company has zero tolerance towards and prohibits engagement of child labour, forced labour and any form of human trafficking. The Company is committed to ensuring that no instance of child labour, forced labour or human trafficking occurs in any of its operations and establishments, and supply chain. The Company does not engage any individual for work who is less than 18 years of age.

2. EQUAL OPPORTUNITY, NON-DISCRIMINATION, DIVERSITY AND INCLUSION:

The Company is committed to fostering a diverse, equitable, and inclusive workplace where all individuals are treated with dignity and respect. We value diversity in all its forms and strive to create an environment that promotes equal opportunity and prohibits discrimination.

The Company does not tolerate discrimination based on race, color, caste, creed, religion, nationality, ethnicity, language, gender, sex, sexual orientation, marital status, age, disability, or any other characteristic protected by applicable law. This applies to all aspects of employment, including recruitment, compensation, training, advancement, and benefits.

In accordance with applicable laws and regulations, we ensure fair wages, working hours, welfare measures, and equal remuneration for work of equal value. We are committed to providing

reasonable accommodations to individuals with disabilities to enable full participation in the workplace.

3. WORKING HOURS, WAGES AND BENEFITS:

The Company compensates employees competitively relative to the industry and local labour market. We work to ensure full compliance with applicable wage, work hours, overtime and benefits laws.

4. WORKING CONDITIONS, OCCUPATIONAL HEALTH AND SAFETY:

We are committed to providing a safe and healthy workplace. We comply with applicable safety, health laws and regulations, and internal requirements. We provide a clean, healthy and safe working environment at all our locations. We lay special emphasis on preventive and curative measures for the health of our employees and extended workforce.

5. DISCIPLINE AND BEHAVIOUR

We uphold a culture of respect, integrity and professionalism. We have a Code of Conduct that outlines expected behaviors and discipline guidelines. We maintain mechanisms to deal with cases of discrimination, harassment, and misconduct. We emphasize transparency and fairness in all disciplinary proceedings.

6. IMPLEMENTATION

Each manufacturing facility will have an appointed HR representative to look after the implementation of all the policies related to human rights.

7. GENDER PAY EQUALITY

TGV SRAAC Limited, is committed to complying with all applicable Central and State labour laws. We ensure that our employees are compensated fairly and equitably, with remuneration structures aligned with the statutory requirements of the jurisdictions in which we operate.

8. HUMAN RIGHTS VIOLATIONS

We are committed to upholding human rights and actively work to avoid complicity in any adverse human rights impacts, including indirect benefit from violations caused by third parties.

9. MODERN SLAVERY

TGV SRAAC Limited, maintains a zero-tolerance policy towards all forms of modern slavery, including forced, bonded, or compulsory labour and human trafficking. This commitment is aligned with the Modern Slavery Act 2015, the Commonwealth Modern Slavery Act 2018, the United Nations Universal Declaration of Human Rights, and relevant International Labour Organization (ILO) conventions. We are dedicated to treating all individuals connected

to our operations with dignity and respect, fostering an environment grounded in fairness, transparency, and trust.

10. HARASSMENT-FREE WORKPLACE

We uphold a strict zero-tolerance policy against any form of harassment-sexual, physical, verbal, psychological, or virtual. TGV SRAAC Limited, is committed to maintaining a safe inclusive, and respectful work environment for all.

11. GRIEVANCE REDRESSAL MECHANISM

TGV SRAAC Limited, has implemented a robust Grievance Redressal Policy that emphasizes timely and fair resolution of complaints or conflicts related to human rights. The policy follows a corrective, solution • focused approach aimed at continuous improvement.

12. AUTHORITY

The HR Department is the sole authority responsible for interpreting the provisions of this policy. The management reserves the right to exercise discretion in exceptional cases, guided by the organization's core values.

Prepared by	Approved by Board
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Company Secretary	Executive Director (Fin & Comml.,)