

# **ISMT Limited**

## **Human Rights Policy**

### **Introduction:**

ISMT Limited (“ISMT”/ “Company”/ “We”) values growing global consensus that organisations have a responsibility to respect human rights. The Company has always endeavoured to conduct business responsibly and ethically. It supports the principles contained within United Nations Declaration of Human Rights (“UN Guiding Principles”) and International Labour Organisation Declaration on Fundamental Principles and Rights at Work (“ILO Declaration”).

### **Purpose:**

The purpose of this Human Rights Policy (“Policy”) is to formally document and outline our commitment to respect human rights and do business with ethical values and embrace practices that support human rights and labour laws across our value chain.

### **Scope:**

This Policy applies to:

- (i) Both executive and non-executive Directors of the Company
- (ii) All employees of the Company on permanent and contract role
- (iii) Suppliers, subsidiaries, distributors, business contacts, agents, advisors, business associates, including current and potential clients, customers and others acting on the Company’s behalf

### **Our commitment:**

ISMT is committed to ensuring that human rights are adhered to at all times during the course of business across all its locations. We are committed to the following principles in all our operations with stakeholders across the value chain.

- Promote non-discriminatory and non-harassing work environment. We commit to have zero tolerance against discrimination based on age, gender, caste, creed, religion, colour, national origin, disability, medical condition, pregnancy, sexual orientation, regionalism, political affiliation etc.
- Believe in the right of the workers to exercise freedom of association and collective bargaining by establishing and joining organizations of their own choosing without the need of prior authorization.
- Not employ child labour across all the factory locations, regional/ branch/ site offices.
- Not engage any forced or compulsory labour across all the locations, regional/ branch offices. ISMT does not advocate, promote or allow slave labour and bonded labour.
- Ensure that human rights clauses are included in significant investment agreements & contracts.
- Not violate the rights of indigenous peoples during course of the business activities.
- Evaluate & assess new & existing suppliers periodically covering their legal, EHS & human rights compliance. It will also ensure that child labour is not engaged by direct suppliers and contractors.
- Provide various mechanisms/ platforms to employees, suppliers and other relevant stakeholders for filing/ reporting all kinds of grievances including human rights related grievances.
- Subject our operations to periodic human rights reviews or impact assessments and take necessary corrective actions if any human rights violations are identified.
- In order to ensure compliance to the Policy, train employees including security personnel in an on-going manner about values, code of conduct, basic Human Rights and other behavioural aspects while discharging their duties.

### **Policy Review:**

This Policy may be amended or modified from time to time in case of any subsequent changes to the provisions of applicable Regulations or when deemed necessary to strengthen our approach and commitment to human rights issues.

*For ISMT Limited*

Nishikant Ektare  
**Managing Director**  
Date: March 6, 2023  
Place: Pune

**United Nations Universal Declaration of Human Rights 1948**

**Note**

**Adopted and proclaimed by General Assembly resolution 217 A (III) of 10 December 1948**

On December 10, 1948 the General Assembly of the United Nations adopted and proclaimed the Universal Declaration of Human Rights the full text of which appears in the following pages. Following this historic act the Assembly called upon all Member countries to publicize the text of the Declaration and “to cause it to be disseminated, displayed, read and expounded principally in schools and other educational institutions, without distinction based on the political status of countries or territories.

**Preamble**

Whereas recognition of the inherent dignity and of the equal and inalienable rights of all members of the human family is the foundation of freedom, justice and peace in the world, Whereas disregard and contempt for human rights have resulted in barbarous acts which have outraged the conscience of mankind, and the advent of a world in which human beings shall enjoy freedom of speech and belief and freedom from fear and want has been proclaimed as the highest aspiration of the common people. Whereas it is essential, if man is not to be compelled to have recourse, as a last resort, to rebellion against tyranny and oppression, that human rights should be protected by the rule of law, Whereas it is essential to promote the development of friendly relations between nations, Whereas the peoples of the United Nations have in the Charter reaffirmed their faith in fundamental human rights, in the dignity and worth of the human person and in the equal rights of men and women and have determined to promote social progress and better standards of life in larger freedom, Whereas Member States have pledged themselves to achieve, in co-operation with the United Nations, the promotion of universal respect for and observance of human rights and fundamental freedoms, Whereas a common understanding of these rights and freedoms is of the greatest importance for the full realization of this pledge,

Now, Therefore THE GENERAL ASSEMBLY proclaims THIS UNIVERSAL DECLARATION OF HUMAN RIGHTS as a common standard of achievement for all peoples.

United Nations Universal Declaration of Human Rights 1948 all nations, to the end that every individual and every organ of society, keeping this Declaration constantly in mind, shall strive by teaching and education to promote respect for these rights and freedoms and by progressive measures, national and international, to secure their universal and effective recognition and observance, both among the peoples of Member States themselves and among the peoples of territories under their jurisdiction.

**Article 1**

All human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood.

**Article 2**

Everyone is entitled to all the rights and freedoms set forth in this Declaration, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status. Furthermore, no distinction shall be made on the basis of the political, jurisdictional or international status of the country or territory to which a person belongs, whether it is independent, trust, non-self-governing or under any other limitation of sovereignty.

**Article 3**

Everyone has the right to life, liberty and security of person.

**Article 4**

No one shall be held in slavery/ servitude; slavery & the slave trade shall be prohibited in all their forms.

**Article 5**

No one shall be subjected to torture or to cruel, inhuman or degrading treatment or punishment.

**Article 6**

Everyone has the right to recognition everywhere as a person before the law.

**Article 7**

All are equal before the law and are entitled without any discrimination to equal protection of the law. All are entitled to equal protection against any discrimination in violation of this Declaration and against any incitement to such discrimination.

**Article 8**

Everyone has the right to an effective remedy by the competent national tribunals for acts violating the fundamental rights granted him by the constitution or by law.

**Article 9**

No one shall be subjected to arbitrary arrest, detention or exile.

**Article 10**

Everyone is entitled in full equality to a fair and public hearing by an independent and impartial tribunal, in the determination of his rights and obligations and of any criminal charge against him.

**Article 11**

1. Everyone charged with a penal offence has the right to be presumed innocent until proved guilty according to law in a public trial at which he has had all the guarantees necessary for his defence.

2. No one shall be held guilty of any penal offence on account of any act/ omission which did not constitute penal offence, under national/ international law, at the time when it was committed. Nor shall a heavier penalty be imposed than the one that was applicable at the time the penal offence was committed.

**Article 12**

No one shall be subjected to arbitrary interference with his privacy, family, home or correspondence, or to attacks upon his honour and reputation. Everyone has the right to the protection of the law against such interference or attacks.

**Article 13**

1. Everyone has the right to freedom of movement and residence within the borders of each state.

2. Everyone has the right to leave any country, including his own, and to return to his country.

**Article 14**

1. Everyone has the right to seek and to enjoy in other countries asylum from persecution.

2. This right may not be invoked in the case of prosecutions genuinely arising from non-political crimes or from acts contrary to the purposes and principles of the United Nations.

**Article 15**

1. Everyone has the right to a nationality.

2. No one shall be arbitrarily deprived of his nationality nor denied the right to change his nationality.

**Article 16**

1. Men & women of full age, without any limitation due to race, nationality/ religion, have right to marry & to find family. They are entitled to equal rights as to marriage, during marriage & at its dissolution.

2. Marriage shall be entered into only with free and full consent of the intending spouses.

3. Family is natural & fundamental group unit of society & is entitled to protection by society & the State.

**Article 17**

1. Everyone has the right to own property alone as well as in association with others.

2. No one shall be arbitrarily deprived of his property.

**Article 18**

Everyone has the right to freedom of thought, conscience and religion; this right includes freedom to change his religion or belief, and freedom, either alone or in community with others and in public or private, to manifest his religion or belief in teaching, practice, worship and observance.

**Article 19**

Everyone has the right to freedom of opinion and expression; this right includes freedom to hold opinions without interference and to seek, receive and impart information and ideas through any media and regardless of frontiers.

**Article 20**

1. Everyone has the right to freedom of peaceful assembly and association.

2. No one may be compelled to belong to an association.

**Article 21**

1. Everyone has right to take part in government of his country, directly or through freely chosen representatives.

2. Everyone has the right of equal access to public service in his country.

3. The will of the people shall be the basis of the authority of government; this will shall be expressed in periodic and genuine elections which shall be by universal and equal suffrage and shall be held by secret vote or by equivalent free voting procedures.

**Article 22**

Everyone, as member of society, has right to social security & is entitled to realization, through national effort & international co-operation & in accordance with organization & resources of each State, of the economic, social & cultural rights indispensable for his dignity & the free development of his personality.

**Article 23**

1. Everyone has the right to work, to free choice of employment, to just and favourable conditions of work and to protection against unemployment.
2. Everyone, without any discrimination, has the right to equal pay for equal work.
3. Everyone who works has right to just & favourable remuneration ensuring for himself & his family an existence worthy of human dignity, and supplemented, if necessary, by other means of social protection.
4. Everyone has the right to form and to join trade unions for the protection of his interests.

**Article 24**

Everyone has right to rest & leisure, including reasonable limitation of working hours & periodic holidays with pay.

**Article 25**

1. Everyone has the right to a standard of living adequate for the health and well-being of himself and of his family, including food, clothing, and housing and medical care and necessary social services, and the right to security in the event of unemployment, sickness, disability, widowhood, old age or other lack of livelihood in circumstances beyond his control.
2. Motherhood and childhood are entitled to special care and assistance. All children, whether born in or out of wedlock, shall enjoy the same social protection.

**Article 26**

1. Everyone has the right to education. Education shall be free, at least in the elementary and fundamental stages. Elementary education shall be compulsory. Technical and professional education shall be made generally available and higher education shall be equally accessible to all on the basis of merit.
2. Education shall be directed to the full development of the human personality and to the strengthening of respect for human rights and fundamental freedoms. It shall promote understanding, tolerance and friendship among all nations, racial or religious groups, and shall further the activities of the United Nations for the maintenance of peace.
3. Parents have a prior right to choose the kind of education that shall be given to their children.

**Article 27**

1. Everyone has the right freely to participate in the cultural life of the community, to enjoy the arts and to share in scientific advancement and its benefits.
2. Everyone has the right to the protection of the moral and material interests resulting from any scientific, literary or artistic production of which he is the author.

**Article 28**

Everyone is entitled to a social and international order in which the rights and freedoms set forth in this Declaration can be fully realized.

**Article 29**

1. Everyone has duties to community in which alone free & full development of personality is possible.
2. In exercise of his rights & freedoms, everyone shall be subject only to such limitations as are determined by law solely for securing due recognition & respect for the rights and freedoms of others and of meeting the just requirements of morality, public order and the general welfare in a democratic society.
3. These rights & freedoms may in no case be exercised contrary to the purposes & principles of the United Nations.

**Article 30**

Nothing in this Declaration may be interpreted as implying for any State, group or person any right to engage in any activity or to perform any act aimed at the destruction of any of the rights and freedoms set forth herein.

## **ILO Fundamental Principles and Rights at Work**

### **1. Freedom of association and the effective recognition of the right to collective bargaining**

The right of all workers and employers to create and join organizations of their own choosing in order to freely defend their respective interests and to negotiate collectively is an essential foundation of decent work and an indispensable pillar of democracy.

### **2. The elimination of all forms of forced or compulsory labour**

Slave labour and bonded labour: Any work and service which is exacted from any person under the menace of any penalty and for which he or she has not offered himself or herself voluntarily. Use of debts as a means of maintaining workers in a state of forced labour

Forced labour by way of:

- Withholding identity papers
- Requiring compulsory deposits
- Compelling workers, under threat of firing, to work extra hours

### **3. Effective elimination of child labour**

Not all work done by children is considered as child labour. Children under 18 years of age may legitimately be engaged in employment, which may even be beneficial in preparing them for a productive life as adults. Child labour means work that is prohibited for children of certain age groups. It is work performed by children who are under the minimum age legally specified for that kind of work, or work which, because of its detrimental nature or conditions, is considered unacceptable for children and is prohibited. The following are defined as the worst forms of child labour and require immediate action for their elimination: slavery, trafficking, debt bondage and other forms of forced labour, the forced recruitment of children for use in armed conflict, child prostitution and pornography, illicit activities and any work that is likely to harm the health, safety or morals of a child, either because of its nature or the conditions in which it is carried out (hazardous work).

### **4. Elimination of discrimination in employment and occupation**

Discrimination in employment and occupation consists of “any distinction, exclusion or preference made on the basis of race, colour, sex, religion, political opinion, national extraction or social origin, which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation”.