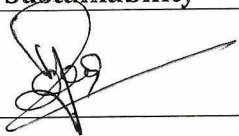
	SUMADHURA INFRACON PVT LTD	Doc.no: SIPL-ESG-POLICY-002
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	HUMAN RIGHTS POLICY	Issue Date: 20-Feb-2026 Next Review: 01-March-2027
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Prepared and Verified by	Approval L1	Approval L2
Jeevana K AVP – CSR & Sustainability	Giridhar Kumar B COO	Board of Director (s)
		

Purpose

Sumadhura Infracon Private Limited is committed to respecting and upholding human rights across its operations and value chain. The Company seeks to conduct all business activities in a manner that promotes fairness, dignity, inclusion, and respect for all stakeholders, in alignment with applicable legal requirements and the principles aligned to the International Labour Organization (ILO) standards.

Scope

This Policy applies to all employees, contractors, and business partners associated with Sumadhura Infracon.

Commitment:

3.1 Human Rights and Labour Practices

- All forms of forced labour, bonded labour, or involuntary employment are strictly prohibited under any circumstances.
- Engagement of child labour is not permitted and shall be in full compliance with applicable legal requirements.
- Discrimination, harassment, and any form of unfair or abusive conduct in the workplace are not tolerated, reflecting a zero-tolerance approach.
- Equal opportunity is promoted through inclusive practices that support diversity and ensure fair treatment of all individuals.
- Fair and equitable remuneration practices are upheld, including equal pay for equal work.
- Wages, working hours, and employment conditions are maintained in compliance with applicable laws and regulations.

3.2 Health, Safety, and Well-being

- Safe and healthy working conditions are strictly ensured across all operations.
- Appropriate measures are implemented to identify, assess, and mitigate occupational health and safety risks.
- Employee and worker well-being is supported through the adoption of responsible health and safety practices and standards.

3.4 Grievance Redressal and Ethical Conduct

- Mechanisms are maintained to enable employees and stakeholders to raise concerns in a safe, confidential, and accessible manner.
- All grievances are addressed promptly, fairly, and without retaliation.
- Retaliation against individuals raising concerns in good faith is not tolerated.
- Grievance handling processes are aligned with applicable whistleblower and anti-harassment frameworks.

This Policy shall be reviewed annually to ensure its ongoing relevance, effectiveness, and alignment with emerging environmental risks and regulatory requirements. Any amendments to this Policy shall require approval from the Chairman & Managing Director and Human Capital Management and shall be overseen by the Board Management Committee.

Disclaimer This environmental Policy document supersedes and overrides all previously issued policies, guidelines, or communications on the subject. In case of any conflict or inconsistency, the provisions outlined in this document shall prevail and be considered final.

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