



GMR GROUP HR POLICY

HUMAN RIGHTS POLICY

Introduction:

GMR recognizes the valuable role that business can play in the longstanding protection of human rights. We respect the rights of our community, our value chain, our employees and other stakeholders who may be affected by our operations. We conduct our business in a socially responsible manner, respecting the law and international standards on human rights, including the principles of the UN Global Compact and UN Guiding Principles on Business and Human Rights, to benefit the communities where we work. We expect our partners and value chain to abide by the policy.

Scope & Applicability:

This Human Rights Policy ("Policy") specifically identifies human rights-related aspects such as prohibition of child labour, prohibition of forced labour, fair working conditions, and payment of minimum wages. The Policy shall be applicable to all employees (whether employed on a temporary, fixed term, permanent or part-time basis), including those working with GMR subsidiaries. Organisation expects all its service providers to adhere to this policy when operating from GMR sites.

Basic Principles and Governance:

Management recognizes and supports the principles set out in the following international standards:

- International Labour Organization declaration of Fundamental Principles and Rights at work
- United Nations Global Compact's 10 principles
- UN Guiding Principles on Business and Human Rights
- Sustainable Development Goals
- Applicable labour laws

Enforcement:

GMR group believes that it has a responsibility to ensure that human rights are understood and observed in the areas that it works. Management through its various cross-functional teams strives to create a work environment that is conducive to safeguarding human rights.

All employees are encouraged to raise their concerns if they see or suspect any possible violation of this Policy or any of organisation's procedures or domestic laws as applicable or any other conduct that is unprofessional or inappropriate, report it at Human Resources or ESG Group Committee.

Approach for addressing any concerns will be in line with the human resources practices and 'Disciplinary Policy' of GMR.



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Policy Statement:

GMR group follows all the applicable domestic laws pertaining to human rights. It ensures conformance to fundamental labour laws and regulations in its business operations including the prohibition of child labour, prohibition of forced labour, freedom of association.

We fosters a workplace environment that is free of discrimination or harassment based on age, colour, gender, social status, marital status, differently abled, race, national / regional origin, ancestry, indigenous status, personal – beliefs, religion & spiritual practice, political affiliation, sexual orientation, and/or HIV/AIDS amongst others) in all its operations by imparting relevant training and aligning the conduct of its employees. Any violations in this regard are handled with strict, appropriate, and timely action in consonance with the domestic laws of the concerned country. Management respects freedom of association and right to collective bargaining and assures no interference with the same when such activities are undertaken beyond working hours.

Management has incorporated merit-based processes in hiring, recruitment, development, compensation, and promotions.

Management requires its employees, as part of their employment contract with GMR, to comply with all applicable legislation as well as adhering to GMR behaviours and values, supporting management in the delivery of its commitment.

Our commitment entails respecting and protecting human rights and seeking to avoid involvement in human rights abuses, identifying, assessing, and minimizing potential adverse impacts through due diligence and management of issues, and resolving grievances from affected stakeholders effectively.

Management has identified the following main areas of responsibility. The principles described below should be regarded as a minimum standard Harassment-Free Workplace:

Human right aspects of the policy to include:

- **Equality Opportunity**

At GMR, we are excited to enhance our workplace by implementing robust hiring policies that champion People with Disabilities (PwD) and embrace Diversity, Equity, and Inclusion (DEI). Our Policy is designed to foster a culture of fairness and respect, ensuring that every individual is valued and given equal chances for success. We are committed to maintaining a zero-tolerance approach to discrimination and are dedicated to promptly addressing and resolving any concerns that arise. Through these efforts, we aim to build an inclusive environment where everyone has the opportunity to thrive and contribute their best.



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At GMR, we are committed to **"Respect for the Individual"** by ensuring equal opportunities for all. We stand against discrimination based on gender, marital or domestic status, pregnancy, caregiving duties, sexual orientation, gender identity, race, ethnicity, color, religion, disability, or age. Our goal is to foster an inclusive and diverse workplace where everyone has the chance to thrive."

- **Safe working conditions:**

GMR group ensures to provide safe working conditions for all including employees, customers, business partners, and visitors and aim to continually improve our performance, always seeking to reduce risk. Further, ensures awareness and adherence to applicable health and safety laws and its internal policies, where it operates.

- **Harassment and abuse:**

GMR group treats its employees with respect and dignity. Across all sites and offices, aims to maintain a harassment-free workplace, which can take many forms including physical, sexual, verbal or visual activity that generates an atmosphere that is offensive, aggressive, or threatening.

- **Workplace security:**

In addition to maintaining a harassment free workplace, GMR is also committed to protect its employees from unsafe or disruptive conditions due to any existing or potential threats. Management will deploy security guards or agencies for its employees and assets as required.

- **Forced labour, bonded labour, modern slavery & human trafficking:**

GMR group has a policy of zero tolerance towards acts of modern slavery which are unlawful and are a violation of fundamental human rights. It prohibits and is strictly against the use of forced or bonded or involuntary labour Human Rights Policy 3 and any form of human trafficking across the organization. GMR's employees are the only personnel, who have the legal right to perform work at the premises. Their employees shall enjoy the freedom of movement during the employment and have the freedom to terminate employment subject to agreed notice. Management will not withhold any original documents such as identity, immigration, work permit, personal belongings, financial guarantee, or wages, beyond as reasonably necessary for administrative reasons. Management also provides written agreements to its employees describing the worker's terms of employment in a language understood by the employee.

- **Child labour:**

GMR group prohibits any form of child labour (any person below the age of 18 years) for any work at its premises.



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Wages & benefits:

GMR group provides its employees' compensation competitively in line with industry standards and in complete adherence to applicable wages and benefits suggested by bylaws or as per the ILO conventions. Management endeavors to promote work-life balance and compliance with all applicable laws of the domestic country pertaining to wage, work hours and employee benefits.

Communication:

The Policy shall be communicated internally and disseminated to all employees to raise awareness and establish systems of accountability. The Policy shall be publicly available. The Policy also stipulate expectations of business partners and other relevant external parties and so should be communicated actively to those with whom GMR has contractual relationships, others directly linked to its operations, investors, and, in the context of significant risks, to potentially affected stakeholders.

Grievance Redressal Mechanism:

GMR group implements the above standards by incorporating it in the related policies, processes and guidelines across all our business operations. GMR conducts training to strengthen in-house awareness and education on the practice of human rights.

The following grievance mechanism provide all employees, business partners and other relevant parties a secure system to raise grievances related to human rights violation and to report confidentially and anonymously without fear of retaliation, any breach of policies and procedures in GMR group:

- A** Whistle Blower Policy/ Vigil Mechanism: for reporting genuine concerns or grievances about unethical behavior, actual or suspected fraud.
- B** Policy for Prohibition, Prevention and Redressal of Sexual Harassment at Workplace – for reporting any instance of sexual harassment of women at workplace
- C** For reporting other matters relating to violation of human rights, the Company has a Chief Human Resources Officer who acts as a single point of contact related to human rights issues.

Review & Amendments:

GMR group will review this Policy on a scheduled basis and may, at any time, withdraw this Policy or publish replacement or revised versions of this Policy to reflect developments in the business, or changes to legislation or procedures. The current version of the policy can be found on G-Net

All operations and departments within GMR are responsible for implementing the Policy in their respective areas.

We encourage all our employees and business associates to strictly adhere to the aforementioned principles and condemn any violation or suspected violation of this Policy. Breaches of the principles and terms enshrined in the Policy are treated very seriously and handled with appropriate actions by management as per its rules and regulations and applicable laws.