

Human Rights Policy

Objective

Endurance Technologies Ltd., (the Company) is committed to respecting and protecting the fundamental human rights of all employees and stakeholders, in compliance with relevant laws across our operating jurisdictions. In case, of any conflict between this Human Rights Policy and national or local legal regulations, the Company shall follow the stricter standard. The Company is dedicated to actively preventing and avoiding involvement in, or support of, any action that infringes upon human rights within the scope of this Policy.

Purpose

The Company recognizes its responsibility to respect universally accepted human rights principles in all its business activities. This commitment applies to both, internal and external stakeholders across its value chain.

The Company respects the rights of communities surrounding all its plants and locations including but not limited to the impact of manufacturing operations on the local environment, water availability and sanitation. The Company ensures that such communities are part of our welfare and engagement programmes.

The Company has identified the prohibition of forced or child labour, the right to just and fair working conditions, non-discrimination and equal opportunity, freedom of association, expression and collective bargaining, right to privacy, right to a safe and healthy working environment and rights of women as its priority areas of focus on for human rights protection. These areas will be evaluated through routine assessments to ensure their effective implementation.

Scope

The Company acknowledges that it is critical to promote awareness and ensure compliance with our stance on human rights among internal and external stakeholders across its value chain. .

Guidelines

Prohibition of Child and/or Forced Labour by the Company:

- Ensure compliance with the minimum employment age as per the applicable laws and prohibit any form of child labour on the Company premises.
- Non-tolerance of any form of forced labour, be it by physical, financial and/or mental restraint, including any form of slavery or human trafficking within the Company's operations and across its value chain.

Working Hours:

- Ensure compliance with the working hours and holiday regulations while ensuring that working conditions meet regulatory and industry standards.
- Continue to benchmark with industry best practices and aspire towards them.

Compensation and Benefits:

Ensure compensation that complies with minimum wages according to the applicable labour laws of the jurisdictions in which we operate and based on our employees' skills, performance and potential.

Equality and Diversity:

Non-discrimination in any employment-related practices and uphold equal opportunity in hiring, promotion, compensation, and disciplinary actions, following our Equal Opportunity Policy.

Freedom of Association, expression and collective bargaining:

Respect the freedom to choose employment and guarantee the freedom of association and the right to collective bargaining according to the applicable labour regulations.

Workplace Safety and Health:

- Ensure compliance with all relevant health and safety regulations, proactively manage risks that are related to health, safety, and well-being and foster a safety-first culture throughout the organization.
- Prioritize and invest in both occupational health and safety, ensuring the well-being of our employees, contractors, customers, and visitors. The health and safety of our employees, partners, and customers is a top priority with investments made into maintaining the highest safety standards.
- Continuously assess product safety through regulatory compliance checks, third-party certifications and independent audits to protect customers during product use.

Anti-Slavery:

Non-tolerance of all forms of modern slavery, including human trafficking, and forced labour. Prohibited actions include but are not limited to:

- Withholding employee identity or immigration documents.
- Restricting freedom of movement or right to terminate employment.

Rights of Women:

- Ensure transparent compensation structures to maintain fair wage policies across all employee levels, in accordance with the required skills and competencies as laid out in our Equal Opportunity Policy.
- Ensure appropriate training of our employees to foster a culture that respects and ensures the safety of women in the workplace.
- Enforce a zero-tolerance policy on sexual harassment, fully adhering to the POSH regulations as outlined in the Company's Policy on POSH policy.
- Take all necessary steps to investigate and take necessary action concerning the resolution of such incidents and to prevent their recurrence.

Responsibility

The Human Rights Committee will oversee policy implementation, manage human rights impacts from company operations, and handle all Human Rights issues as per the policy guidelines.

The Human Resources Department, as the custodian of this policy, will facilitate adequate and periodic training to all employees while the Management at all levels will be responsible for ensuring compliance by their teams. Similarly, the sourcing and supply chain management function will be responsible for ensuring adherence to this policy by its suppliers.

The Company will conduct periodic assessments of its premises, contractual workforce providers and suppliers to identify and mitigate any Human Rights risks. Control Systems and procedures will be subject to regular audits to ensure their effectiveness.

Grievance Redressal Mechanism

The policy provides a secure, anonymous, and accessible grievance redressal mechanism to raise grievances related to human rights violations. The Company is committed to ensuring complete confidentiality, and no reprisal or retaliatory action against any employee/ stakeholder for raising concerns under this policy and shall provide support mechanisms, as necessary, to the aggrieved party.

Any Human Rights concern can be reported by mentioning “Human Rights” and following the procedure set out in the Vigil Mechanism-cum-Whistle Blower Policy of the Company, which is available on the Company’s website: <https://www.endurancegroup.com/investor-relations/>. In addition, anyone can ask questions or raise concerns or file a complaint related to Human Rights at “etl_governance@endurance.co.in” with “Human Rights” marked as the subject.

The Human Rights Committee shall be responsible for effective grievance redressal and ensuring appropriate processes and policy modifications to prevent their recurrence. The committee shall designate an investigation committee to comprehensively and impartially investigate the violations reported and establish their authenticity. The findings will be communicated to the Human Rights Committee which shall review the case and ensure appropriate resolution. The Committee may also, in consultation with the Senior Management, provide a suitable remedy, as may be appropriate. The resolution of the issue shall be duly communicated to the complainant and to the functional leaders for implementing any mitigation measures to prevent recurrence. The decisions of the Human Rights Committee will be communicated to the Managing Director.

Communication and Training

This policy will be uploaded on the Company’s intranet portal and will also be communicated during the induction of new joiners. The policy shall also be disclosed on the Company website for information and reference of external stakeholders, including applicants and value chain partners.

The Company's stance on Human Rights would be communicated to all existing third parties including agents, suppliers, contractors and business partners, and for new engagements, at the outset of the Company's business relationship with them.

Policy Feedback and Review

Employees can provide feedback through regular town hall meetings, suggestion boxes, or an anonymous feedback platform. This policy is subject to regular reviews and updates to reflect changing circumstances, amendments in law, emerging best practices, management decisions and employee feedback.
