	ASTRAL LIMITED 207/1, Astral House, Off. SG Highway, B/h. Rajpath Club, Ahmedabad - 380 059	Policy No. HR / ESG / 03 Date: 01.04.2022
Human Right Policy		

- **Preamble:**

- Human rights are fundamental rights, freedom, and standards of treatment to which all people are entitled. Respect for human rights is rooted in our values and applies wherever we do business.
- The company is committed to adheres to its value to the principals of human rights as mentioned in the Universal Declaration of human Rights of the United Nations and to act in accordance with the principals laid down.
- 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.

- **Objective:**

- To recognize, ensure and acknowledge our commitment to human rights principles and standards for diversity, equity and inclusion within the organization
- To ensure a workplace free of discrimination, where everyone brings their knowledge, experience and diversity where no human rights violations of any sort can occur, knowingly or unknowingly, across the range of our plant / operations / offices or unit.
- To ensure that employees are provided the necessary training and awareness on Human Rights policy and engage with our stakeholders to raise awareness across the team.


- **Scope:**

The scope of the policy applies to all employees of Astral Group.

- **Principles of the Policy:**

- 1. Equal opportunity and non-discrimination**

- It is our constant endeavor to ensure that our workplace is free of discrimination and prejudice in terms of gender, race, color, religion, nationality, ethnicity, disability and social origin with respect to employment and occupation.
- All human beings are born free and equal in dignity and rights.
- We shall adhere to all relevant laws, regulations and provide equal opportunity for professional growth to our all employees.
- We are striving to being fair and equal in all our interactions with our customers, stakeholder and partners.

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- Wages, working hours and social benefits, are based on applicable local laws and regulations as well as prevailing market standards and practices.
- We strive to ensure that employees receive equal pay for equal work, irrespective of their gender, and remediate if inequalities are found.
- Everyone has the right to life, liberty and the security of person.
- Everyone has the right to work, to free choice of employment, to just and favourable conditions of work and to protection against unemployment.

2. Harassment-free workplace

- Astral recognizes harassment-free workplace is integral to helping the workforce bring their whole selves to work.
- We ensure rights of all our employees and strive to provide them with a work environment that's free from any physical, verbal or psychological harm.
- Our policies and systems have been designed to prevent such instances and address them in case they do arise. They have a right to freedom of opinion and expression.

3. Freedom of association


- We respect the right of employees to exercise freedom of association.
- We recognize lawful rights to associate with others, form, joining group of their choice, and bargain collectively.
- We support freedom of expression are bounded to creating an environment, where employees can share their concerns or suggestions freely without interference, discrimination, retaliation, or harassment.
- Everyone has the right to recognition everywhere as a person before the law.

4. Freedom of expression

- 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.

5. Safe and healthy workplace

- We are providing everyone with a safe and healthy workplace. We are focused on inculcating a culture of awareness surrounding health and safety for all locations of operations and HO.
- We are dedicated to providing all workers with a clean, healthy and safe working environment. We maintain an occupational health and safety management system to achieve appropriate protection, based on aspects of law.

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- It is our responsibility to comply with applicable regulatory requirements, reduce health and safety risks, and to achieve zero injury and incidents on workplace.

6. Prohibition of child labor and forced labor

- We prohibit the employment of child labor, forced labor, bonded labor, slavery and human trafficking, consisting travelling, transfer, harbouring, recruitment, or employment of persons by means of threat, force, coercion, abduction, fraud, or payments to anyone for the purpose of control.
- We support the elimination of improper and illegal business transactions in accordance with relevant legal requirements and ethics.

7. Labor Commitment

- We are committed to fair and ethical labor practices across our operations, contractors, and partners. This includes ensuring equal remuneration for all men and women. Through this commitment, we aim to foster a respectful, safe, and inclusive work environment that upholds internationally recognized labor rights.

8. Consultation and Feedback


- All relevant stakeholders are consulted on an annual basis (or as needed) to seek feedback on the policy and practice.
- However, any grievances related to violations of human rights can be reported to Human Resources Department

9. Grievance and Remedy Processes

- We have put in place a formal grievance channel to enable anyone, including employees, suppliers, and other external stakeholders, to report human rights concerns. We will promptly investigate allegations and pursue action to mitigate any adverse human rights impact.
- Astral protects interest and right on an individual, who in good faith reports possible violations of laws, Code of Conduct, other company policies or procedures.

10. Working hours, wages and benefits

- We are following all employment related compliance with applicable laws and standards, including working hours, overtime hours, minimum wage, overtime pay, and legally mandated benefits.

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

11. Humane treatment

- All employees are treated humanely and do not allow any form of violence or harassment at workplace includes sexual harassment, sexual abuse, mental or physical coercion, torture or to cruel, verbal abuse of employees or threat of any such treatment.

Sandeep Engineer
Managing Director