



KALPATARU PROJECTS INTERNATIONAL LIMITED
(Formerly Kalpataru Power Transmission Limited)

Corporate Human Rights Policy

Document Version	01
Prepared By	Key Managerial Personnel
Approved By	Board of Directors
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KALPATARU PROJECTS INTERNATIONAL LIMITED
(Formerly Kalpataru Power Transmission Limited)

CORPORATE HUMAN RIGHTS POLICY

The Company is committed to upholding of fundamental human rights in line with the legitimate role of business. Our approach includes adherence to corporate business policies and compliance with applicable national laws. Our Policy is influenced by internationally recognized human rights, as set out in the International Bill of Human Rights and the International Labour Organization's declaration on Fundamental Principles and Rights at Work.

This Policy shall extend to all the employees of the Company, its subsidiaries and Joint Ventures and Suppliers, Vendors, Contractors etc. of the Company (hereinafter referred to as "**Parties**") & sets a vision for diversity and inclusion for businesses across the KPIL Group.

The following guidelines shall be observed by the parties:

- Conduct business in a manner that respects the rights and dignity of all people, complying with all legal requirements.
- Recognize the responsibility to respect human rights and avoid human rights abuses.
- It is an understanding that each individual is unique, and a recognition of our individual differences, so that each and every one feels important, respected, included and engaged as we assimilate people with differences including but not limited to nationality, geography, ethnicity, gender, sexual orientation, age, physical abilities, family status, religious beliefs, perspective, experience or other ideologies. While we strongly appreciate diversity in all forms, achieving gender parity is a priority for us.
- Providing equal opportunities for all employees in respect of career progression.
- Treat everyone who works for the Company fairly and without discrimination. Employees, agency staff, vendors, suppliers and workers engaged by contractors are entitled to work in an environment and under conditions that respect their rights and dignity.
- Respect the rights of people in communities impacted by the business activities.
- Creating a culture of continuous learning, competitiveness and excellence through change management, respecting ethics, values and good governance.
- The Company will, within its sphere of influence, promote the awareness and realization of human rights across its value chain by establishing system and practices for maintaining transparency, fairness and equity.
- Ensure compliance and adherence to all the applicable human rights laws and national laws. The Company's policies strive to percolate these values at all levels in the organization.

M.A. Baraiya
CHRO

Custodian of Policy to oversee implementation and any grievances: HUMAN RESOURCE DEPARTMENT.