

MICL HUMAN RIGHTS POLICY

POLICY STATEMENT AND PURPOSE:

This policy sets out Man Infraconstruction Limited's commitment to adhere to internationally recognised human rights and provides a framework for how Man Infraconstruction Limited ('we', 'our', 'Company', 'MICL') will uphold these human rights within its operations and throughout its value chain. **MICL** recognises that every person has the right to live a life that is free from fear, harassment and discrimination, and that everyone is entitled to a universal set of human rights. MICL is committed to respect and support human rights in accordance with the Indian Constitution & applicable labour laws.

MICL is committed to protecting and preserving Human Rights and its "Human Rights Policy" is guided by human rights contents of the Constitution of India, relevant national laws and policies, United Nations Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work and National Guidelines for Responsible Business Conduct (NGRBC) 2018.

Objectives

The objective of the policy is to provide an overview of expectations from our associates, labourers and material third – party-contractors and suppliers or any of MICL's subsidiaries, affiliates and joint ventures.

Applicability

This policy is applicable to:

1. This policy is applicable to all associates, full time consultants, part time consultants, GETs, temporary associates, interns and apprentices of the company.
2. All labourers working in our operations and other material third-party contractors.
3. We also strive to prevent or mitigate adverse human rights impacts at the operations of our service providers, and other entities with which we have a business relationship. Business relationships include business partners, entities in our value chain, and any other entity directly linked to our operations, products or services.
4. This policy applies to MICL including its Associate Companies, Subsidiaries, and Joint Ventures.

Our Commitment

We are committed to proactively upholding human rights by:

1. Child and Forced Labour:

- MICL strictly prohibits the employment of child labour or forced labour, including bonded or unpaid labour, modern day slavery and human trafficking, in our offices, and project sites.
- MICL responsibly procures goods and services and requires our suppliers and partners to prohibit human rights violation including prohibiting modern day slavery which includes employment of child labour, forced, bonded or unpaid labour and any form of human trafficking the same in their operations. (Refer Supplier Procurement Policy and Supplier Code of Conduct Policy)

2. Health and Safety:

- MICL constantly strive to institutionalize and foster health and safety processes, that provide a healthy working environment to employees and implement measures to prevent any workplace injuries and ill health, with special focus on emergency response and preventive health & safety measures.

3. Freedom of association and right to collective bargaining:

- MICL doesn't interfere in an associate's or labourer's decision whether to join an association or discriminate against them for their choice.

4. Equal Opportunity and Non-Discrimination:

- MICL has zero tolerance for any/all kinds of discrimination and harassment at workplace. All workplace discrimination i.e. in hiring, promotion, compensation and workplace cultural practices based on gender, color, creed, ethnicity, political views, religion etc. is strictly prohibited. These issues shall be addressed through policies, procedures, and trainings related to prevent workplace discrimination and sexual harassment, and by engaging workforce to prevent discriminatory practices. Appropriatedisciplinary actions shall be undertaken in response to any violations. (Refer Code of Conduct, Equal Opportunity Policy, Prevention of Personal and/or Sexual Harassment atWorkplace Policy)

5. Associate data privacy:

- MICL protect all data or information related to associates which may result in human rights violations.



6. Living Wages and Work Hours:

- MICL ensures that all employees are paid adequately to maintain a standard of living. At all times, the Company ensures that it pays employees higher than the minimum wages prescribed by the Government.
- MICL ensures that the payment to employees is commensurate with his education, skills and experience and the same is reviewed annually through its Performance Appraisal System.
- MICL ensures that employees work on an average not more than 48 hours a week with 1 Weekly Off in line with National Labor Laws.

Grievance Redressal Mechanisms and Reporting

- MICL encourages all stakeholders to contact the office in case they have encountered any evidence of failure of MICL's responsibility to avoid any harm of human rights or its involvement in a human rights issue.
- All stakeholders including associates, labourers, customers, investors, suppliers, and partners can contact us at email address office@maninfra.com or connect telephonically on 022-42463999.
- MICL is committed to resolve all human right complaints and take appropriate action to cease or prevent adverse human rights impacts that have been identified or that have been brought to our attention. (Refer Stakeholder Grievance Redressal Procedure)