



## Human Rights and Working conditions Policy **Brakes India**

### **Introduction:**

Brakes India Private Limited ("Brakes India") is committed to conduct its businesses ethically and responsibly, respecting human rights throughout our operations and supply chain. We believe in the dignity and fundamental rights of all individuals and strive to create a work environment that is fair, safe, and inclusive.

### **Scope:**

This policy applies to all employees, temporary workers, interns, contractors, suppliers and other stakeholders involved in Brakes India's operations. We expect all parties to comply with this policy and uphold its principles.

### **Our Commitment to Human Rights:**

Brakes India is committed to respecting the following human rights principles, as outlined in international human rights standards as declared in 'Universal Declaration of Human Rights':

- **Non-discrimination & Harassment:** We prohibit discrimination in any form, including based on race, ethnicity, nationality, religion, caste, gender identity, marital status, pregnancy, age, disability, or any other characteristic protected by applicable law.
- **Fair Labor Practices:** We are committed to providing fair labour practices, including:
  - Upholding the minimum working age of 18 years, as defined by the Indian Child Labour (Prohibition and Regulation) Act, 1986, or as stipulated in any country in which our operations are established.
  - Prohibiting forced labour and modern slavery like human trafficking, and servitude in all forms.
  - Providing a safe and healthy work environment that meets or exceeds all applicable safety and health regulations.
  - Respecting the right to freedom of association and collective bargaining.
  - Paying fair wages, benefits & ensuring working hours in accordance with Indian labour laws.
  - Providing equal opportunities for training and development.
  - Rights of minorities and indigenous people.
- **Diversity, Equity and Inclusion:** We value diversity and actively promote an inclusive work environment where all employees feel respected, valued, and empowered to contribute their unique perspectives and talents.
- **Ethical Conduct:** We conduct our business with integrity, honesty, and transparency, adhering to ethical principles and ethical recruitments, respecting the dignity and rights of all individuals.



## Brakes India

- **Community Engagement:** We engage with the communities in which we operate in a manner that respects local customs, cultures, and human rights, and contributes positively to their social and economic development.
- **Supply Chain Responsibility:** We work to ensure that our supply chain partners share our commitment to human rights, and we strive to address any human rights risks or issues that may arise within our supply chain.
- **Freedom of Speech and Assembly:** We respect the right of employees to express themselves freely within the bounds of professional conduct and to peacefully assemble in accordance with Indian law.
- **Privacy:** We protect the privacy of personal information of all individuals associated with our operations, in compliance with the Information Technology Act, 2000 and other relevant data privacy laws.

### Implementation:

- **Supplier Code of Conduct:** We follow the established Supplier Code of Conduct, outlining our human rights expectations for all suppliers and contractors. This code will require them to implement similar human rights policies within their own operations.
- **Risk Assessment:** We will conduct regular risk assessments to identify and mitigate potential human rights risks within our operations.
- **Grievance Mechanism:** We will establish a grievance mechanism, that is confidential, unbiased and non-retaliatory, to allow employees and stakeholders to report human rights violations. This mechanism is accessible and have clear procedures for investigation and remediation.
- **Training and Awareness:** We will provide training to employees and relevant stakeholders on human rights principles and Brakes India's policies. This training will raise awareness of human rights issues and equip employees to identify and report potential violation.

**Conclusion:** Brakes India is committed to continual improvement in its human rights practices. We believe that respecting human rights is not only the right thing to do, but also essential for our long-term success and building trust with our employees, customers, and communities.



**(R. Madhusudhan)**

Director – Corp. Affairs & HR

15 July 2024