

POLICY NO	BEIL/HR/30/2025
SUBJECT	Human Rights Policy
EFFECTIVE	1st April 2025

FOREWORD

As articulated by United Nations in The Universal Declaration of Human Rights in 1948 “all human beings are born free and equal in dignity and rights”. BEIL has a proud history of espousing human rights. We strive to promote and respect the human rights policy and aim to increase its understanding among our employees and communities.

BEIL recognizes the responsibility toward human rights and treats people with dignity and respect and work diligently to demonstrate our commitment in the course of conducting our day to day business. We believe that doing so is fundamental to our long-term success and that of the communities where we live and work.

QUOTE FROM SENIOR MANAGEMENT

BEIL identifies and acknowledges the human rights risks and its adverse impact within and outside its operational boundaries. By integrating our experience with the expertise, passion and knowledge of our stakeholders and partners, we have developed robust policies and protocols to respect human and workplace rights.

INTRODUCTION:

Human rights are standards that allow all people to live with dignity, freedom, equality, justice and peace. At BEIL, we are committed to developing an organizational culture which supports and recognizes human rights and seeks to avoid complicity in human rights abuses. We recognize this as our responsibility which goes beyond just a legal obligation but respecting human rights of all our stakeholders within and outside our operational boundaries. We are committed to identifying, preventing and mitigating adverse human rights issues and impacts resulting from or caused by our business activities.

APPLICABILITY:

Under this policy, “BEIL Group” refers to BEIL Infrastructure Limited, Enviro Technology Limited, Kerala Enviro Infrastructure Limited, Shivalik Solid Waste Management Limited, Coimbatore Integrated Waste Management

Company Private Limited, Gharpure Engineering Vasai Virar STP Private Limited and Tatva Global Water Technologies Private Limited.

SCOPE:

Our policy is in accordance with the UN Guiding Principles on Business and Human Rights and extends to all our joint ventures, clients, contractors, groups, suppliers and other business associates.

OUR OBJECTIVES:

The objective of this policy is;

- Providing an overview of our commitments towards human rights to all our stakeholders.

- Delineating expectations from all our employees and third part associates which collaborate with us.

- Minimize the risks related to violation of human rights as a result of company's operations or collaboration with third party associates

- Chart out procedures and actions to be undertaken by the Company in cases of any violations of the policy

OUR APPROACH:

We endeavour to Respect, Protect and Resolve human rights across the organisation. To avoid any violation of human rights, we monitor our operations on regular basis through stringent due diligence process.

We are committed to;

- **Legal Compliance:**

BEIL complies with all the relevant laws and regulations related to human rights. A due diligence process has been set up to periodically identify operations and locations which are at risk of human rights violations and take appropriate mitigations measures. Our belief in responsible, honest and ethical behaviour forms a part of our Code of Conduct and our organizational values are defined by the honesty and integrity of our employees.

- **Training:**

BEIL emphasizes on creating awareness regarding Human Rights and conduct awareness programs for all stakeholders including our employees. We Offer a plethora of media such as campaigns, workshops, training, e-

learning, seminars, mailers etc. and thus aim at sensitizing them on their rights.

- **Child labour:**

BEIL observes zero tolerance to child labour. We recognize the UN Convention on the Rights of the Child and all such international laws, conventions or standards. In line with these legal regulations, BEIL prohibits any kind of child labour practices within its premises, offices, factories or warehouses. We have non-negotiable clauses in all our contracts prohibiting use of child labour. We also prohibit the use of all forms of forced labour, bonded labour, military labour, prison labour, indentured labour, modern forms of slavery and any form of human trafficking.

- **Diversity and Non-discrimination:**

We respect diversity and believe in fostering an all-inclusive work environment. We are committed to providing equal opportunity and do not tolerate any form of discrimination and harassment. We work towards making our workplaces free from discrimination or harassment based on colour, gender, sex, race, age, nationality, social status, disability, ethnicity, religion, sexual orientation, political opinion or any other status. Any form of harassment, abuse and bullying, sexual or otherwise, that is considered to be threatening, humiliating, offensive or intimidating is dealt with strict measures. Our POSH and whistle blower policy is extended to all employees to voice their concerns regarding any such act. Hiring, recruitment, development, compensation and promotions in the Company is based on qualifications, performance, skills and experience. We also encourage diversity in all our operations. We believe that a diverse mix of skillsets, identity and experiences drives innovation, product development which leads to better services and provides us with a competitive advantage.

- **Freedom of Association:**

We respect our employees' right to join, form or refrain from a labour union without fear of reprisal, intimidation or harassment. Where employees are represented by a legally recognized union, we are committed to establishing a constructive dialogue with their freely chosen representatives. The Company is committed to bargaining in good faith with such representatives. We compensate employees competitively relative to the industry and local labour market, and in accordance with terms of applicable collective bargaining agreements. We work to ensure full compliance with applicable wage, work hours, overtime and benefits laws.

- **Safety:**

We are strongly committed to the safety of all our employees. BEIL is dedicated to providing a safe and healthy workplace for our employees, contractors and communities. We also seek to provide a secure business environment for the protection of our employees, equipment, systems and products.

- **Employee benefits:**

Our employees are compensated competitively relative to the industry and the local labour market. We strive to promote work-life balance by offering benefits to all our employees. This helps us keep our employees motivated and encouraged at all times. We ensure that we provide healthy, hygienic, humane and conducive working conditions to all our employees and staff members as well as for those residing in the vicinity of the project site.

- **Grievance Redressal:**

We seek to ensure that stakeholders who are or could be affected by our activities have access to feedback mechanisms. Our grievance cell (grievance@beil.co.in) is accessible to all stakeholders to address and resolve issues and concerns with great sensitivity and urgency. Stakeholders can report any suspected policy violations through the internal systems. No action or reprisal would be taken against any employee for raising concerns under this policy. The Company will investigate, address and respond to the concerns of the stakeholder and will take appropriate corrective action in response to any violation. The Human Rights Policy is also aligned with the Company's Code of Business Conduct. Awareness of this among BEIL's stakeholders is essential to ensuring that we meet the goals of this policy.

- **Supplier and Community Engagement:**

BEIL's Supply Chain Management System includes the requirement for all suppliers, vendors, contractors, consultants and agents to adhere to applicable labour laws and the BEIL Code of Conduct. Our Supplier Code/Responsible Sourcing Policy sets out clauses for the human rights and labour rights of the workers. We believe that our contribution to community development through various programs can support the realization of human rights. At locations where indigenous communities are present, we make efforts to respect their standpoint and uphold their rights.

- **Governance:**

Our governance over human rights is overseen by the HR – Head and Compliance Officer of BEIL Group. This ensures that all our business practices are clear about their responsibility to respect human rights.

RESPONSIBILITY:

We urge all our employees to strictly adhere to the principles laid down in this policy. If any individual is found to be violating any of these clauses, would be liable to a strict action by the organization.

We hope to receive a full-hearted support by all those associated with BEIL limited to be committed towards upholding Human rights of all those working with us and those who get impacted by our business operations.

OVERSIGHT:

Our human rights commitments and actions are overseen by the Compliance Officer, supported by the Management Committee, including representatives from all departments. The policy will be reviewed regularly by the Committee to ensure it reflects continuous compliance with the above principles.

Date : 01/04/2025
Place : Ankleshwar


B. D. Dalwadi
CEO


Ashok Panjwani
Director