

## **PRISM JOHNSON LIMITED**

CIN : L26942TG1992PLC014033

*Registered Office : 305, Laxmi Niwas Apartments, Ameerpet, Hyderabad – 500 016.  
Corporate Office : “Rahejas”, Main Avenue, V. P. Road, Santacruz (West), Mumbai – 400 054.*

Dated: January 9, 2023

## **HUMAN RIGHTS POLICY**

### **INTRODUCTION AND PURPOSE**

PJL is committed to respecting the human rights of our workforce, communities and those affected by our operations where we do business (including our contractors and suppliers) in line with internationally recognised frameworks, including the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work, the International Declaration of Human Rights and the UN Convention on the Rights of the Child, as well as the applicable local regulations. The purpose of this policy is to define the labour and human rights standards to which all employees in the PJL Group are entitled.

### **SCOPE**

Key stakeholders considered while addressing the human rights issues:

- Employees
- Suppliers
- Local Communities

### **OUR COMMITMENTS TO HUMAN RIGHTS**

PJL is committed to respecting and promoting human and labour rights in our operations, business activities, business relationships and in the communities where we work. Respect for human rights is fundamental to the way we carry our business and our ability to operate, in accordance with globally recognised frameworks. PJL adheres to the human rights regulations in line with the guidance laid down by applicable laws like Factories Act, Minimum Wages Act, ESI Act, ID Act, Mines Act, etc. We are Social Accountability 8000 certified company on international standard. We have identified **seven** salient human rights risks to people from our business activities which we may cause or contribute to, and which we seek proactively to identify, cease, prevent or mitigate. They are:

- **Child Labour & Forced Labour** - We are strictly against the employment of child labour or forced labour in any form whatsoever, paid or unpaid. We ensure that minimum working age requirements are met as per local regulations and prohibit the employment of child labour or forced labour across our value chain.

- **Human Trafficking** - We prohibit the use of all forms of forced labour, including prison labour, indentured labour, bonded labour, military labour, modern forms of slavery and any form of human trafficking.
- **Freedom of association & Collective bargaining** - We respect our employees' right to join, form or not to join 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.
- **Equal remuneration** - We are committed to treating our employees and stakeholders with utmost dignity, respect, fairness and are an equal opportunity provider employer. At PJJ, everyone has the right to equal pay for equal work, without any discrimination.
- **Discrimination** - We do not discriminate on the basis of gender, sexual orientation, race, religion, caste, ethnicity, age, nationality, disability, HIV status or family status amongst others.
- **Health and Safety** – At PJJ, we are committed to health and safety of our entire workforce at the workplace.
- We are dedicated to upholding the human rights of all our stakeholders and ensures compliance with all applicable laws pertaining to human rights. Additionally, Code of Conduct is adopted by everyone at PJJ. The Code of Conduct amongst other matters thrusts importance on respect for human values, individual dignity and adherence to honest, ethical and professional conduct.

## ACTIONS AND PROCEDURES

We identify and manage Human Rights impacts, risks and opportunities that continuously help strengthen our workplace policies, practices and programs. Employees are expected to comply with this and all other applicable PJJ policies.

Any violation of this policy or related Human Rights complaints / grievances can be reported to PJJ's HR department. Violation of this policy or the refusal to cooperate will result in disciplinary action, up to and including termination of employment and referral to the appropriate authorities. Where we have sound reason to believe that our suppliers infringe on Human Rights, we reserve the right to cease those relationships, as warranted.

Specific to this policy, employees are expected to:

- Never infringe on human rights.
- Be alert to any evidence of human rights infringements in our direct operations or in the operations of our business partners and report any situation in which a human rights infringement is suspected.

## ROLES AND RESPONSIBILITIES

We undertake to meet our commitment. And for that, our progress on aspects of Human Rights is owned by:

Body/Function/Individuals	Roles & Responsibilities
PJJ Management	<ul style="list-style-type: none"> <li>• Responsible for ensuring that this policy and related standards are implemented and adhered to, and that all</li> </ul>

	<p>relevant employees are made aware of this policy and its requirements.</p> <ul style="list-style-type: none"> <li>• Ensure compliance with the policy including adequate control measures to eliminate or reduce risks to express behaviors in breach with the policy.</li> </ul>
HR	<ul style="list-style-type: none"> <li>• Drives the implementation of this policy, provides specific advice on labor and human rights issues are identified and addressed.</li> <li>• Trainings, audits, reviews, measures and reports on labor and human rights performance.</li> </ul>
Management, employees, contract workers and all other stakeholders of PJJ Group	<ul style="list-style-type: none"> <li>• Responsible for adhering to this policy. Comply with the letter and spirit of the policy.</li> <li>• Engage and take responsibility for ensuring that all initiatives are developed in line with the policy.</li> </ul>

### **POLICY REVISION**

This policy will be periodically reviewed in order to ensure its continued adequacy and relevance. It may be amended at any time with the approval of Management.

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