



HUMAN RIGHTS POLICY

Anand NVH Products Pvt. Ltd.

Document No.	ANP-SUST-HR-P001
Version	1.0
Effective Date	15.01.2025
Next Review	15.01.2028
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1. Policy Statement

Anand NVH Products Pvt. Ltd. is dedicated to respecting and advancing the human rights of all internal and external stakeholders affected by our operations, including local communities, indigenous peoples, suppliers, and contractors.

Our commitment ensures that:

- We proactively prevent and mitigate adverse human rights impacts by conducting business ethically, engaging transparently with stakeholders, and adhering to internationally recognized human rights standards.
- We prioritize the health, safety, and welfare of our employees and all other stakeholders, including those in local communities.
- We actively identify, assess, and mitigate health and safety hazards and risks in our operations.
- We uphold employee's rights to freely join, conduct meetings or form Committees.
- We provide ongoing training opportunities enabling employees to enhance their skills and achieve greater job fulfilment.
- Working hours, holidays, and leave entitlements are established in strict compliance with applicable laws and agreements.

Our specific human rights objectives include:

- Prohibiting all forms of forced labour, child labour, and any practices related to human trafficking.
- Ensuring equal opportunity and fostering an inclusive environment free from discrimination or harassment on grounds including sex, race, age, colour, disability, ethnic or national origin, sexual orientation, religion, social or marital status, or any other status protected by law.



Approved By:

Mr Kanwardeep Singh Anand
Executive Director
Dated: 15.01.2025