

Human Rights Policy

1. PREFACE:

The lifeblood of any organization is its Human Resource and at Prince Pipes we firmly believe that Human resource is one of the main assets of our Company. Protecting the human rights of its employees, communities, contractors, suppliers and all those stakeholders who are connected with the company whether directly or indirectly is of paramount importance.

2. PURPOSE:

Ensuring the rights and dignity of our dedicated employees, vibrant communities, valued contractors, trusted suppliers and all stakeholders who contribute to our growth, whether directly or indirectly, we aim to foster an inclusive and equitable environment where every individual's rights are respected, upheld, and celebrated.

3. DEFINITIONS:

“Board” means the Board of Directors of Prince Pipes and Fittings Limited.

“Company” means Prince Pipes and Fittings Limited Or Prince Pipes and its subsidiaries, joint-ventures and associate companies. **At present the Company has no such subsidiary companies, etc.**

“Policy” means Equal Opportunity Policy.

4. OBJECTIVE:

At Prince Pipes we are firmly committed to:

- Ongoing focus on Human Rights awareness.
- Comprehensive approach fostering Human Rights inclusion.
- Address instances of Human Rights violations decisively.
- Establishment of an open and equitable system for addressing grievances.

5. ENFORCEMENT MECHANISM

The Company has established a mechanism that empowers both employees and affiliates to express concerns and report potential Human Rights violations. They can reach out to the Head of the Human Resource Department (HRD) or to the Audit Committee Chairman and, be assured that their actions will not result in any form of retaliation or discrimination / victimization.

The Company's autonomous body, the Internal Complaints Committee, will diligently investigate all reported breaches and work steadfastly to achieve seamless resolutions.

6. AMENDMENT:

The Board shall have the power to amend any of the provisions of this Policy, substitute any of the provisions with a new provision or replace this Policy entirely with a new Policy.
