

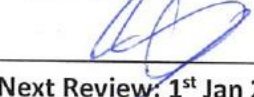


Human Rights and Ethics Policy

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Effective From: 1 st Jan 2024		Next Review: 1 st Jan 2027

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1. Preamble:

This policy outlines Aurore's commitment to ensuring fundamental human rights and ethical standards for all our employees. Our aspiration is to cultivate a work environment that celebrates equality, respect, fairness, and dignity, in alignment with our core values, the Constitution of India, International Labor Organization (ILO) standards, and United Nations Global Compact principles.

2. Scope:

This policy is applicable to all employees, contractors, suppliers and stakeholders of all Aurore group companies.

3. Rights:

3.1 Right to Fair Compensation:

Aurore is committed to fair compensation for all employees, based on their skills, qualifications, experience, and the nature of their roles.

3.2 Right to Equal Opportunity:

Aurore believes in equal opportunities for all. Discrimination based on caste, religion, gender, age, disability, sexual orientation, or any other protected characteristics is strictly prohibited.

3.3 Right to Safe and Healthy Working Environment:

Aurore ensures a safe, clean, and healthy working environment for its employees. Measures are taken to prevent sexual harassment, workplace violence, and to ensure adequate facilities and protective equipment for hazardous jobs.

3.4 Right to Freedom of Association and Collective Bargaining:

Aurore respects the right of employees to form and join trade unions and engage in collective bargaining, in accordance with ILO conventions.

3.5 Right to Privacy:

Aurore respects the privacy of its employees, including the right to privacy in personal communications, protection of personal data, and respect for personal dignity.

4. Ethics:

4.1 Code of Conduct:

Aurore has a clear code of conduct that outlines the ethical guidelines for its employees, fostering honesty, integrity, and transparency.

4.2 Whistleblower Protection:

Aurore encourages employees to report unethical practices without fear of retaliation, with measures in place to ensure protection for whistleblowers.

4.3 Conflict of Interest:

Employees at Aurore are expected to avoid situations that present a potential or actual conflict between their personal interests and the interests of the company.

5. Grievance Redressal Mechanism:

Aurore maintains a robust grievance redressal mechanism that is accessible, prompt, and fair. Complaints are addressed in a confidential and timely manner.

6. Disciplinary Actions:

At Aurore, we are committed to upholding the highest ethical standards and ensuring compliance with our policies. In the event of policy violations, appropriate disciplinary actions will be taken, based on the severity and nature of the violation. These actions may include warnings, penalties, and, if necessary, termination of employment. Additionally, in cases where legal action is warranted, the company may initiate appropriate legal proceedings. We believe that these measures are necessary to maintain a culture of integrity, accountability, and respect within Aurore.

7. External Stake Holders Human Rights:

For Aurore, human rights considerations span multiple dimensions, including labor practices, supply chain management, environmental sustainability, community engagement, and anti-discrimination efforts. External stakeholders—such as investors, customers, suppliers, local communities, non-governmental organizations (NGOs), and governments—expect Aurore to uphold these rights not only within its own operations but also throughout its extended supply chain.

1. Investors:

Investors prioritize companies with strong human rights practices to mitigate reputational and legal risks. Aurore must demonstrate transparency and commitment to ethical labor practices, avoiding forced labor and ensuring fair wages, to attract and maintain investor confidence.

2. Customers:

Ethically-conscious customers demand transparency in how products are made. Aurore must ensure its products are ethically sourced and produced, conducting supplier audits and upholding high standards to meet customer expectations and maintain brand integrity.

3. Suppliers:

Aurore's suppliers must adhere to stringent human rights standards, including safe working conditions and compliance with labor laws. Aurore may engage in capacity building and enforce contractual clauses to ensure supplier alignment with its ethical commitments.

4. Local Communities:

Aurore's operations impact local communities, requiring responsible practices that prevent environmental harm and displacement. Engaging in dialogue with community members and leaders ensures that Aurore addresses their concerns and operates sustainably and ethically.

5. NGOs and Civil Society:

NGOs and civil society organizations monitor corporate human rights practices closely. Aurore should engage proactively with these groups, participating in multi-stakeholder initiatives and adhering to international human rights benchmarks to maintain accountability and public trust.

6. Governments:

Governments set the legal frameworks for human rights compliance. Aurore must comply with all relevant laws, advocate for stronger protections where needed, and adapt to varying human rights policies across different regions to ensure legal and ethical operations.

8. Conclusion:

Aurore is committed to upholding human rights, ethical standards, and a fair workplace. We provide fair compensation, equal opportunities, a safe environment, and support freedom of association. Our code of conduct promotes honesty, integrity, and transparency. We protect whistleblowers and address grievances promptly and confidentially. Aurore values the rights of every individual in our organization.

9. Power of Amendment:

This policy may be amended by the management at their discretion and as deemed necessary. The company reserves the right to update the policy without assigning a specific reason. Any amendments will be communicated to all employees, contractors, suppliers, and stakeholders. It is the responsibility of all individuals covered by this policy to stay informed about any changes and comply with the updated provisions.