



HUMAN RIGHTS POLICY

Sunteck Realty Limited

Approach and Commitment

Human rights are standards that identify and protect the dignity of all human beings. Sunteck Realty Limited (“Sunteck” or “the Company”) recognizes its responsibility towards its stakeholders, and takes appropriate steps to respect these rights throughout its undertaking activities, operations and business relationships. The Company endeavors to ensure that it is not complicit in human rights abuses, encouraging its clients to align their practices with human rights principles.

This policy (“Policy”) draws inspiration from globally recognized principles like UN Guiding Principles for Business and Human Rights, Universal Declaration of Human Rights, the eight Fundamental International Labour Organization (ILO) Convention, UN Global Compact principles etc.

Scope and Applicability

This Policy is applicable to all Sunteck’s employees, suppliers, business partners and other relevant stakeholders. It entails the following issues:

- Health and Safety
- Diversity, Inclusion and Equal Opportunity
- Labour Practices
- Right to Privacy
- Grievance Mechanisms

Policy Elements

Health and Safety

Sunteck recognizes the importance of Health and Safety in growing sustainably. Towards this aspect, the company seeks the following:

- Endeavour to provide its employees with a safe and healthy work environment.
- Seek to institutionalize processes that promote health and safety.
- Endeavour to implement measures to prevent workplace injuries and ill health.
- Strive to safeguard the health and safety of its tenants, customers and communities in and around the project sites.

Diversity, Inclusion and Equal Opportunity

Diversity, inclusion and equal opportunity is yet another important aspect of Human Rights for Sunteck. Towards this aspect, the company strives towards the following:

- Endeavour to eliminate any employment and occupational discrimination.
- Seek to provide equal opportunity, fair treatment and remuneration of all employees across the organization.

- Strive for no tolerance of discrimination on the grounds of any distinction, exclusion or preference made on the basis of race, color, sex, religion, political opinion, nationality or social origin, job role or other factors.

Labour Practices

Sunteck endeavors to offer salaries/wages, sets working hours and provides social benefits in line with the local laws and regulations, while also taking market standards and practices into consideration. We seek to treat all employees justly, irrespective of their job roles. Every employee and worker is entitled to access basic amenities and facilities, potable water, reasonable breaks during working hours and time off in accordance with the law of the land.

Sunteck supports the following endeavors and practices with respect to labour practices:

- Strive to abolish all forms of forced and compulsory labour.
- Does not encourage any form of forced or compulsory labour.
- Seeks effective abolition of child labour.
- Endeavor to have a no tolerance policy with respect to employment of child labour of any form at all its project sites.

Right to Privacy

Sunteck respects the right to privacy of all its investors, customers, clients and other stakeholders. It recognizes that the lawful and correct treatment of personal data is very important to maintain investors' and customers' confidence in the Company. Sunteck endeavors to maintain confidentiality in all respect of the information related to its customers, stakeholders and employees.

Grievance Mechanism

Any grievances related to violations of human rights can be reported to ;

<https://www.sunteckindia.com/grievance.php>

Policy Review

The policy will be reviewed on an annual basis (or as needed) by the ESG committee or HR or EPC functions teams

Policy Linkages

This Policy must be viewed in conjunction with other policies implemented by Sunteck, including – but not limited to – its ESG Policy, Board Diversity Policy, Supplier Code of Conduct, Whistleblower Policy, Codes of Conduct, Prevention of Sexual Harassment Policy, and Corporate Social Responsibility Policy.