



HUMAN RIGHTS POLICY
OF
PARAS DEFENCE AND SPACE TECHNOLOGIES LIMITED

Document Control

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Human Rights Policy

Human rights should be upheld in all situations and at all costs.

-Anonymous

PREFACE-

Paras Defence & Space Technologies Ltd acknowledges the pivotal role that business can play in the sustainable protection of human rights, and we are committed to bestow reverence the human rights of our workforce, communities, contractors and suppliers in sync with the International Bill of Human Rights, The International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work and UN Global Compact, the apex international bodies signifying the importance of human rights.

PURPOSE-

Preservation of Human Rights is one among the core principles being focused by any organization and our the Company in no exception to that as it applies to employees and its value chains. Human rights laws and guidelines are observed with spirit of reverence and followed across the board and a strict internal and independent review is conducted on any breach thereof. The company is committed to respecting human rights and will avoid violations of human rights via the installation of due diligence procedures and proper and adequate grievance redressal procedures for all stakeholders.

COMMITMENT TO HUMAN RIGHT PROTECTION-

We have strong personal conviction for-

Creating an awareness amongst various stakeholders on human rights preservation.

Give impetus to earn respect for human rights of the local communities in particular minority stakeholders.

Dampen any practice of abuse of human rights.

Bring in force the grievance Redressal mechanism for stakeholders who suffered.

IMPLEMENTATION MECHANISMS-

1. The employees and affiliates can address their concerns or report cases in violation of this policy to the Human Resource department or their superiors. The company assures that no reprisal or retaliatory action will be taken against any employee/ affiliate for raising issues under this policy.
2. A committee may be formed and designated to probe the breaches reported. The Committee shall investigate the violations reported and ensure that the same is attended promptly and solved. The Committee may also approach, if needed, the Senior Management, provide a appropriate solution.

3. The Company may periodically undergo human rights due diligence procedure for management and oversight/monitoring of the policy and trace out any shortfalls and imperfections.

CONTROL FUNCTION-

Regular monitoring of compliance with the Policy by Senior Management Committee who shall review on quarterly basis. The CSR committee of the Board will supervise the implementation of the Policy. The policy shall be amended as and when needed and is applicable to all the employees of Paras Defence & Space Technologies Limited.