

HUMAN RESOURCE POLICY	Policy Number: HR/34 Policy Owner: Corporate HR
Human Rights Policy	Authorized by: HOC – Corporate HR Access Level: 0 – 5

Policy Statement and Purpose

This policy sets out Macrotech Developer Limited's commitment to adhere to internationally recognised human rights and provides a framework for how Macrotech Developers Limited ('we', 'our', 'Company') will uphold these human rights within its operations and throughout its value chain. Macrotech Developers Limited recognises that every person has the right to live a life that is free from fear, harassment and discrimination, and that everyone is entitled to a universal set of human rights. Macrotech Developers Limited is committed to respect and support human rights in accordance with the Indian Constitution & applicable labour laws and international standards such as those enumerated in the United Nations Universal Declaration of Human Rights, United Nations Guiding Principles on Business and Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.

Objectives

1. Uphold the human rights for our associates, suppliers and other stakeholders consistent with local laws and regulations
2. Build increased trust with external stakeholders
3. Enable the Company to respond effectively to human rights concerns
4. Ensure that the Company is not complicit in human rights violations
5. Maintain regulatory compliance
6. Enhance the Company's capacity to create value

Applicability

This policy is applicable to:

1. All associates & full time in house consultants on rolls of the Company.
2. Our operations, the operations of our service providers, and other entities with which we have a business relationship. Business relationships include business partners, entities in our value chain, and any other entity directly linked to our operations, products or services.

Our Commitment

We are committed to proactively upholding human rights by:

1. Complying with all applicable laws and respecting internationally recognized human rights
2. Prohibiting employment of child labour and forced labour any form of human trafficking and slavery
3. Fostering a healthy and safe work environment for our associates (Refer Work Health Safety Policy)
4. Positively contributing towards healthy work-life balance for our associates
5. Promoting diverse and inclusive workplace at our operations (Refer Code of Conduct, Equal Opportunity Policy and Diversity & Inclusion Policy)
6. Freedom of association for our associates
7. Protecting associates right to collective bargaining
8. Zero tolerance for any/all kinds of discrimination and harassment (Refer Code of Conduct, Equal Opportunity Policy, Prevention of Personal and/or Sexual Harassment at Workplace Policy)
9. Procuring goods and services responsibly while taking into consideration human rights (Refer Supplier Procurement Policy and Supplier Code of Conduct Policy)
10. Committing to define and monitor processes for identifying and mitigating human rights violation/risk our operations and supply chain
11. Defining grievance redressal mechanisms to report or address raise concerns about potential human rights violations
12. Transparently disclosing our approach to upholding human rights, including risk management actions, breaches, and corrective action.

13. Practicing equality in its day-to day operations including our commitment to equal remuneration.
14. Compensating associates competitively relative to the industry and local labor market.
15. Conducting business with vendors who pay their associates at least the minimum wage required by local law and provides all legally mandated benefits.

Implementation & Monitoring

1. Internal Implementation & Monitoring

We recognise that upholding human rights in our operations and value chain requires a formal, rigorous, and consistent approach to due diligence regarding human rights risks. It is important for due diligence procedures to have broad coverage, while at the same time adopting a risk-based approach that focuses on areas with identified potential for elevated risk of human rights impacts.

We ensure that our associates are aware of their legal rights and obligations at work - all associates regularly undergo training and awareness sessions on the Code of Conduct and other policies. This helps us to ensure that associates behaviour is in line with the principles upheld by the Company. We also actively engage with our associates to understand their perceptions of our workplace with regard to workplace discrimination, harassment and wellbeing.

This serves as the first step towards our commitment to identify, assess and mitigate risks of human rights violations.

To identify potential risks, we will implement annual Human Rights Due Diligence Process (HRDDP). HRDDP would entail a detailed monitoring to track and measure performance on various human rights commitments and labour laws of the country at all our sites including all business functions.

2. External Implementation & Monitoring

We expect our suppliers to comply with all applicable laws and to respect internationally recognised human rights wherever they operate. We expect all suppliers with whom we have a contractual agreement to comply with the Supplier Code of Conduct and this Human Rights Policy.

Redressal mechanism

We are committed to maintaining grievance and whistle-blower mechanisms for stakeholders to safely, confidently and anonymously raise concerns about potential human rights violations in its operations and in the operations of its supply chain.

We will take appropriate action to cease or prevent adverse human rights impacts that have been identified or that have been brought to our attention. The appropriate action will depend on whether the Company has caused the impact, contributed to the impact, or is linked to the impact through our business relationships. In all cases, our focus will be on mitigating the risk to the individual(s) experiencing the impact and using our leverage to foster continuous improvement.

Public reporting

We report annually on our activities regarding human rights along with our Sustainability Report which will be published on our website as part of our annual reporting suite.