

HUMAN RIGHTS POLICY

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1. Preamble

1.1 Vivriti Capital Limited (VCL) (the Company') is a limited company registered under the Companies Act, 2013. VCL is also registered with the Reserve Bank of India (RBI) as a Non-Deposit taking Systemically Important Non-Banking Finance Company (NBFCs-ND-SI) and its debt securities are listed with the Bombay Stock Exchange.

1.2 Vivriti Asset Management Private Limited (VAM), a company incorporated under the Companies Act, 2013, and acts as the manager of Alternate Investment Funds established in accordance with the Securities and Exchange Board of India (Alternative Investment Funds) Regulations, 2012 (AIF Regulations). VAM, inter alia, acts as the manager of the schemes of Vivriti Vihaan Trust registered as a Category II Alternative Investment Fund and schemes of Vivriti Treasury Optimizer Trust registered as Category III Alternative Investment Fund.

1.3 Reference policies & frameworks referred to in the Policy have been outlined in Annexure-I & II.

2. Scope

This policy applies to Vivriti's operations (employees, direct activities, products or services), and suppliers & partners of Vivriti Capital Limited and Vivriti Asset Management Private Limited. The policy is to be read in conjunction with relevant Annexures in our ESG Policy: Annexure-I – Prohibited Activities, Annexure-II – Trigger Events, Annexure-III - Rapid Environmental Assessment (REA) Checklist, Annexure-IV - Involuntary Resettlement Screening Questions, and Annexure-V - Supply Chain Due Diligence. The Human Rights Policy, Vendor Code of Conduct & Vendor Management Policy applies to all of Vivriti's operations, business activities & relations.

3. Purpose

- Vivriti is committed to respect human rights in accordance with internationally accepted standards like the ILO Declaration on Fundamental Principles & Rights at Work, the United Nations Guiding Principles on Business and Human Rights (UNGPs), the OECD Guidelines for Multinational Enterprises and other relevant frameworks.
- Vivriti is committed to upholding fundamental labour rights and ensuring fair and dignified working conditions and employs a zero-tolerance approach towards any human rights violations across its own operations, contractors, and business partners and supply chain.
- This includes commitments relating to living wages, working hours and overtime, equal remuneration, leave entitlements and fair protection during restructuring and termination, among others.
- Vivriti ensures to respect & protect human rights across organization/own operations & supply-chain level, and across groups that are at risk of human rights issues, including:
 - Employees
 - Third-party employees
 - Local communities
 - Vulnerable groups (including women, children, indigenous people, migrant workers, etc).
- Vivriti's suppliers & partners to ensure (refer Annexure-III - 'Vendor Declaration to Respect and Protect Human Rights'):
 - They are committed to respecting human rights across their operations & supply chains, and have implemented relevant policies & initiatives.
 - Identify & address human rights issues through mitigation & remediation measures.

- Ensure zero human rights' violations.

4. Human Rights Commitment

Vivriti is committed to respecting all internationally recognized human rights across its own operations and business relationships, in alignment with the United Nations Guiding Principles on Business and Human Rights (UNGPs), the OECD Guidelines for Multinational Enterprises, and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work. This commitment applies uniformly across all locations, subsidiaries, business units, and functions. In accordance with the UNGPs, Vivriti seeks to avoid causing or contributing to adverse human rights impacts through its own activities and to address such impacts where they occur. Vivriti also endeavours to prevent or mitigate human rights impacts that may be directly linked to its operations, products, or services through its business relationships.

Vivriti's human rights commitment explicitly extends to the protection of labour rights and the promotion of fair and decent employment practices across its workforce and value chain. This includes ensuring that working conditions are free from exploitation, provide fair and non-discriminatory remuneration, safeguard employee health and well-being, and are consistent with applicable labour laws and internationally recognized ILO standards.

4.1 Human Rights Issues

Vivriti's commitment encompasses all internationally recognized human rights. Based on the nature of its operations as a financial institution and the risk profile of its value chain, Vivriti has identified certain human rights that require particular attention. These identified human rights are addressed below and form the basis of Vivriti's human rights due diligence, monitoring, and remediation processes.

i. Discrimination & harassment

Vivriti is committed to ensuring a workplace that is inclusive and free from discrimination & harassment. Vivriti believes in building, growing & sustaining a diverse talent pool from all strata of society, and has zero tolerance towards any form of discrimination or harassment. Vivriti upholds the right to non-discrimination and ensures that human rights are exercised without distinction of any kind, including race, colour, gender, age, religion, disability, sexual orientation, gender identity, political opinion, or social or economic status.

ii. Forced & bonded labour

Vivriti is committed to ensuring that all members of its team are recruited in an ethical manner that does breach the requirements of employment at will.

- No team members are required to work at Vivriti by way of forced or bonded labour.
- Vivriti will not require team members to leave their official identity papers, including passports, driving licenses or any other form of Government issued IDs without their voluntary and explicit consent, or as required by law.
- Vivriti will not work with any agency or recruiting company which requires prospective team members to pay a fee to be employed by Vivriti.
- Vivriti is against any form of coerced or prison labor, use of physical punishment or threats of violence or other forms of physical, sexual, psychological or verbal abuse as a method of discipline or control.

iii. Fair Wages, Working Hours, and Employment Conditions

- Vivriti is committed to ensuring fair and decent working conditions for its employees, including the provision of equitable and lawful compensation and reasonable working hours.
- The organization supports the payment of a living wage that is sufficient to meet the basic needs of employees, excluding variable or performance-linked pay.
- Vivriti ensures fair remuneration for work of equal value, without discrimination on the basis of gender or other protected characteristics and maintains wage levels that meet or exceed applicable legal and industry minimum standards.
- Vivriti prohibits excessive working hours and ensures compliance with applicable labour laws governing working time.
- Employees are expected to work standard working hours of eight (8) hours per day and six (6) days per week.
- Overtime work is discouraged and, where required, is managed in accordance with internal policies, including the provision of compensatory leave for employees who work on designated off-working days.
- Employees are entitled to paid annual earned leaves and other statutory benefits as per relevant employment laws.
- The organization also upholds fair and transparent employment practices, including reasonable consultation or notice periods in the event of role changes, restructuring, or termination. These standards apply across Vivriti's operations, as well as to contractors, suppliers, and partners engaged in its value chain.

iv. Child labour & protection

- Vivriti abides by the minimum age requirements for work as mandated by applicable laws and regulations, thereby ensuring that its business activities are free from any form of child labour.
- Vivriti prohibits the employment of any person/s under the age of 18, and recognizes child protection as a fundamental human rights issue and commits to safeguarding all individuals under the age of 18 from any form of abuse, neglect, exploitation, or violence. This includes physical, emotional, and psychological abuse, sexual exploitation, or negligent treatment by any officer, employee, contractor, or agent of Vivriti or its portfolio entities.
- Vivriti's employees, investee companies, and partners are to take reasonable measures to prevent and respond to incidents involving the abuse or exploitation of children. Child protection considerations are embedded into Vivriti's environmental and social due diligence (ESG DDs) processes, and appropriate corrective actions are applied in the event of any reported incident.

v. Human Trafficking

Vivriti strongly prohibits and is against all forms of human trafficking & unethical employment practices.

vi. Diversity, Equity & Inclusion

Vivriti recognizes and celebrates employee diversity and welcomes employees from various backgrounds, irrespective of gender, age, race, culture, etc. Vivriti is committed to creating an environment that is fair & equitable in promoting the growth, development & wellbeing of its diverse workforce (including fair/equal remuneration & equal opportunity practices). Refer 'Vivriti's Diversity, Equity & Inclusion (DEI) Policy'.

vii. Health, Safety & Security

Vivriti is committed to ensuring its workplaces & operations are equipped with adequate & necessary health & safety provisions. As a financial institution, Vivriti's operations have low to negligible occurrences of high/severe health & safety related incidents. The health & safety provisions adopted by Vivriti are focused on minimizing the risk of accidents & injuries and exposure to health risks &

hazards. Refer Vivriti's Health, Safety & Environmental (HSE) Policy. Vivriti also highly prioritizes the security of its offices & employees, by ensuring its office buildings and offices are guarded by 24hr security personnel who have been adequately trained. Weapons of any sort are not allowed inside the premises. Vivriti discourages & does not tolerate any form of threats (whether implicit or explicit), intimidation and violence.

viii. Sustainability

Vivriti's is committed to adopting responsible business practices that elevate the organization's sustainability & long-term stakeholder value creation. Vivriti's ESG policy outlines the principles & processes that govern the identification, assessment & management of ESG considerations at the organizational & portfolio level. Refer VCL & VAM's ESG Policy.

ix. Anti-Bribery and Anti-Corruption

Vivriti prohibits unethical practices in its business operations & activities (including supply chain activities). It has zero-tolerance towards any form of bribery & corruption and ensures strict disciplinary action in the occurrence of such events. Vivriti also has a whistle-blower mechanism for recording stakeholder complaints that raise issues/concerns related to unethical practices, actual or suspected fraud, or violation of the Company's code of conduct. Refer VCL & VAM's Anti-Bribery & Anti-Corruption Policy and Whistleblower Policy.

x. Data Privacy & Cybersecurity

Vivriti is committed to implementing highest standards of data privacy protection & cybersecurity measures to safeguard sensitive information & data relevant to its employees, clients, investees, investors, and other stakeholders. Refer Vivriti's Data Privacy & Protection Policy, and Cybersecurity Policy.

xi. Commitment to Freedom of Association & Collective Bargaining

As a socially responsible organization, Vivriti acknowledges, respects and protects the rights of employees to exercise freedom of association and collective bargaining in their own operations and supply chain activities, with matters related to: health & safety, training and career development, remuneration, equal opportunities, labour practices and human rights.

Vivriti also ensures adherence to the following (depending on applicability):

- No interference in matters/processes related to an employee's decision to participate in such activities.
- No discrimination of employees who choose to participate in such activities.
- No benefits/contribution derived from any activities that cause violations through its business relationships.
- Vivriti's employee grievance redressal mechanism to address relevant issues raised by employees.
- Maintain harmonious industrial relations with employee established unions and regularly engage with them on the issues raised.

xii. Rights of vulnerable communities (including land rights of indigenous people)

Land and natural resources are integral natural assets that protect and preserve the cultural and traditional heritage of indigenous people. Vivriti respects the rights of vulnerable communities & indigenous people to their lands & natural resources and applies zero tolerance towards land rights' abuses and unethical practices (including unethical land acquisitions).

5. Employee Handbook

Vivriti's Employee Handbook is available internally to all its employees and is used to educate employees on their rights, responsibilities, benefits & entitlements (including various leaves, health insurance, education & professional development grant, ESOPs, etc.). These documents are reviewed & updated regularly.

6. Value chain, business activities & new business relations

This Policy is also applicable across Vivriti's value chain (our business activities & business relations – suppliers, partners, etc.) and is further supplemented by the human rights' requirements covered in our other policies - Vendor Code of Conduct & Vendor Management. For the purpose of this Policy, business relationships include suppliers, contractors, consultants, brokers, distributors, agents, intermediaries, clients, customers, investees, governments, and local communities. Vivriti expects all such parties to respect human rights in a manner consistent with this Policy.

7. Vivriti's Human Rights Action Plan: Due Diligence & Assessment, Mitigation & Remediation of Human Rights

Vivriti has implemented processes to identify, assess, mitigate & remediate human rights-related risks at the organizational, portfolio & value-chain level. Risks related to human rights are identified & assessed as below:

- Own operations across all offices, subsidiaries, and functions (organizational level): Through yearly data & information collation, measurement & disclosures as part of sustainability reporting exercise
- Portfolio companies, investees, and clients across sectors and geographies (portfolio level): Through client/investee due diligences
- Business relationships within the value chain, including suppliers, contractors, service providers, and other partners (value chain level): Through vendor/supplier due diligences

The due diligence processes identify human rights risks related to similar human rights issues & groups that Vivriti is committed to – forced labour, human trafficking, child labour, right to freedom of association & collective bargaining, fair remuneration, including living wage, discrimination, among others; protecting own employees, third-party and contract workers, migrant workers, women, children, indigenous peoples, persons with disabilities, local communities and other vulnerable groups.

This process is embedded within Vivriti's broader ESG risk management and decision-making systems and goes beyond passive mechanisms such as grievance or whistleblower channels. While Vivriti maintains grievance redressal and whistleblower mechanisms, these are supplementary to and not a substitute for its proactive human rights risk identification and due diligence processes.

The scope of assessment is proportionate to the nature, scale, and severity of potential human rights risks and is adapted based on sectoral exposure, geographic context, and the nature of the relationship.

7.1 Human Rights' Risk Identification & Assessment

i. At the portfolio level

Vivriti has a standardized in-house Sustainability Assessment Model called VSAM covering 37 sectors, the taxonomy of which is based on global & regional frameworks. The model evaluates the ESG performance of Vivriti's clients & investees on environmental, social (including human rights) and governance parameters. These parameters are identified & assessed as part of Vivriti's pre & detailed due diligences (ESG DDs), which become inputs for VSAM's evaluation, based on which VSAM

generates a ESG score & report. Per the ESG score received & observations made, the S&I Team develops applicable monitoring & engagement interventions aimed at improving the clients'/investees' ESG performance. All portfolio companies are expected to comply with applicable laws & regulations around labour & human rights.

The human rights due diligence process assesses risks related to, inter alia:

- Forced, bonded, or compulsory labour and human trafficking
- Child labour and child protection risks
- Discrimination, harassment, and unequal remuneration
- Working hours, unfair wages, leave entitlements and denial of statutory benefits
- Processes followed during restructuring or mass terminations
- Freedom of association and collective bargaining
- Occupational health, safety, and workplace security
- Community-related impacts, including impacts on vulnerable or marginalized groups

ii. At the organizational level (own operations)

As a responsible organization, Vivriti ensures strict compliance with mandatory laws & regulations (including labour & human rights laws). An ESG risk assessment of Vivriti's own operations is conducted annually by the S&I Team. Based on the organization's yearly performance on E, S (including human rights) & G criteria which is measured and reported on the yearly sustainability reports, similar parameters are assessed by Vivriti's Sustainability Assessment Model (VSAM). This exercise helps Vivriti assess and score its sustainability performance, thereby helping identify risks & opportunities (including risks related to human rights) and detecting critical ESG gaps that need addressing.

iii. At the value chain level (clients, suppliers, partners, etc)

Since Vivriti only partners with known vendors that operate under mandatory national & state-level business regulations in India, compliance with applicable labour laws (including human rights) becomes mandatory for all counterparts. Vivriti assesses vendors' compliance with human rights related parameters during the vendor due diligence process (outlined in the Vendor Management Policy). The parameters have been outlined in the Vendor Code of Conduct Policy under 'Labor Practices & Human Rights'. Vivriti also expects its vendors to support & respect the protection of internationally proclaimed human rights and to ensure that they are not complicit in human rights abuses.

7.2 Human Rights Mitigation & Remediation

Vivriti implements the processes outlined below to address, mitigate, and remediate adverse human rights impacts. Outcomes from the human rights risk identification and assessment process guide Vivriti's mitigation, engagement, and remediation measures, including the formulation of corrective action plans, ongoing monitoring activities, and escalation procedures, as described in this section.

- Vivriti ensures that human rights risks are assessed as part of the initial due diligence & periodic monitoring assessments of its own operations (as part of yearly assessments for sustainability reporting disclosures), that of its portfolio entities (as part of client/investee ESG risk assessment and pre & detailed due diligence), and vendors/suppliers (as part of vendor due diligence).
- Vivriti to ensure that it as an organization, its portfolio entities and its value chain counterparts:
 - Have no engagement in any activities related to human trafficking, child labour or forced labour or other relevant human rights abuses.

- Comply with applicable local laws related to environment, health, safety, labor (including human rights).
- At the portfolio level
 - Any human rights' non-compliance identified during the initial diligence or monitoring cycles will be further assessed by the S&I Team, and redressal actions will be recommended as part of ESAP items that will be monitored accordingly.
 - The S&I Team to conduct site visits on the occurrence of any trigger events (events of controversial nature including violation of labour laws & human rights) as outlined in Vivriti's ESG Policy:
 - If any notice is issued to a client by the regulatory authority for non-compliance with applicable environment and labour laws (including human rights).
 - On levy of significant fines, penalties or liabilities under any applicable labour (including human rights) and environmental laws by any regulatory authority.
 - Whether any notice issued or proceedings initiated against the company for any violation or non-compliance of any environment & labour laws (including human rights).
- At the organizational level (own operations)
 - Vivriti is highly committed towards zero tolerance on human rights related abuses, hence ensuring none of Vivriti's operations/locations violate any human rights.
 - However, if any human rights risks are identified, the S&I Team to work with relevant departments to escalate the issue, and implement needed corrective actions to mitigate & remediate the same. Strict disciplinary actions to be applied for any cases of human rights' abuses and violations in Vivriti's own operations.
- At the value chain level (clients, suppliers, partners, etc)
 - Vivriti's vendor selection criteria involve selection of a suitable vendor from among at least 2 other vendor options. This ensures that only vendors that comply with the Vendor Code of Conduct & due diligence requirements (which includes human rights compliance) are shortlisted.
 - If any selected vendor is identified to be dealing with unethical conduct & practices (including human rights violations) at a later stage, Vivriti applies its exit strategy. In cases where the value chain counterpart's negligence may impact Vivriti's reputation, necessary disciplinary & legal actions are pursued.

7.3 Child Protection and SEA Incident Management

- Vivriti shall adopt and implement procedures for identifying, preventing, and responding to incidents involving child abuse, neglect, or sexual exploitation and abuse (SEA). All employees, partners, and contractors are required to report any observed or suspected cases of such incidents in accordance with established grievance and reporting procedures. Assessment of human rights risks shall include the identification of potential child protection and SEA-related risks in business operations and portfolio companies.
- **Incident Reporting:** In case of any child protection or SEA incident, an Incident Report shall be prepared outlining the nature of the incident, potential or actual impacts, and the corrective and preventive measures implemented. To safeguard privacy, such reports shall exclude personally identifiable information of individuals involved.
- **Portfolio-level Application:** Where ESG DD outcomes identify elevated risks, Vivriti shall require portfolio companies to adopt a Child Protection Policy proportional to their operational context

and risk profile. The policy shall detail preventive measures, codes of conduct, staff training, and incident response protocols to ensure a safe environment for all children affected by their operations or value chains.

This section shall be read in conjunction with Vivriti's ESG Policy (Annexure II – Trigger Events) and Vivriti's ESG DD framework to ensure alignment with IFC Performance Standards and fund/instrument-specific requirements.

Annexure-I: Policies

- [Vivriti's POSH Policy](#)
- [Vivriti's Diversity, Equity & Inclusion \(DEI\) Policy](#)
- [Vivriti's Health, Safety & Environmental \(HSE\) Policy](#)
- [VCL's ESG Policy](#)
- [VAM's ESG Policy](#)
- [VCL's Anti-Bribery & Anti-Corruption Policy](#)
- [VCL's Whistleblower Policy](#)
- [VAM's Anti-Bribery & Anti-Corruption Policy](#)
- [VAM's Whistleblower Policy](#)
- [Vivriti's Data Privacy Policy](#)
- [Vivriti's Data Protection Policy](#)
- [VCL's Cybersecurity Policy](#)
- [Vivriti's Vendor Code of Conduct Policy](#)
- [Vivriti's Vendor Management Policy](#)

Annexure-II: Reference Frameworks

Vivriti's Human Rights Policy has been developed in alignment with globally recognized conventions, national regulations, and institutional standards that collectively guide responsible business conduct, labour practices, and child protection.

➤ Global Frameworks and Standards

1. ILO Declaration on Fundamental Principles and Rights at Work (1998, amended 2022): The ILO Declaration expresses the universal commitment of governments, employers, and workers' organizations to uphold basic human values essential to social and economic well-being. It affirms obligations related to:
 - Freedom of association and the effective recognition of the right to collective bargaining;
 - The elimination of all forms of forced or compulsory labour;
 - The effective abolition of child labour;
 - The elimination of discrimination in respect of employment and occupation; and
 - The provision of a safe and healthy working environment.

Also aligned with ILO Conventions 1 (Hours of Work), 100 (Equal Remuneration), and 131 (Minimum Wage Fixing), which set global standards for fair pay, working time, and equitable treatment.

2. Universal Declaration of Human Rights (UDHR), 1948: Establishes the foundational principles of equality, dignity, and freedom that underpin all human rights obligations.

3. UN Guiding Principles on Business and Human Rights (UNGPs), 2011: Articulates the corporate responsibility to respect human rights through the "Protect, Respect, and Remedy" framework, guiding due diligence and grievance redress mechanisms.

4. UN Convention on the Rights of the Child (CRC), 1989: Defines the civil, political, economic, social, and cultural rights of children, forming the basis of Vivriti's child protection commitments.

5. IFC Performance Standards on Environmental and Social Sustainability (2012, updated 2021): Vivriti aligns with IFC's Performance Standards, specifically:

- PS 2: Labour and Working Conditions – addressing fair treatment, non-discrimination, and prohibition of child and forced labour.
- PS 4: Community Health, Safety, and Security – addressing risks related to Sexual Exploitation, Abuse, and Harassment (SEA/SH).

6. UN Global Compact (Principles 1–6): Encourages businesses to uphold fundamental responsibilities in the areas of human rights, labour, environment, and anti-corruption.

7. OECD Guidelines for Multinational Enterprises, 2011: Provides principles and standards for responsible business conduct consistent with applicable laws and internationally recognized standards.

8. UN Sustainable Development Goals (SDGs)- Particularly: SDG 5: Gender Equality, SDG 8: Decent Work and Economic Growth, SDG 16: Peace, Justice, and Strong Institutions

➤ National Frameworks and Standards (India)

Key Laws and Codes:

- Code on Wages, 2019 – Ensures fair and timely payment of wages and sets minimum wage standards.
- Industrial Relations Code, 2020 – Regulates trade unions, collective bargaining, and dispute resolution.
- Code on Social Security, 2020 – Provides social protection benefits such as insurance, maternity, and pensions.

- Occupational Safety, Health and Working Conditions Code, 2020 – Ensures safe and healthy working conditions.

Constitutional Safeguards:

- Article 21 – Right to life, dignity, and livelihood.
- Article 23 – Prohibits trafficking and forced labour.
- Article 24 – Bans employment of children below 14 years in hazardous occupations.
- Article 39(d) – Ensures equal pay for equal work for men and women.

Other Key Legislations:

- Maternity Benefit Act, 1961 – Grants maternity leave and benefits to women employees.
- Payment of Wages Act, 1936 – Ensures timely and fair wage payments.
- Equal Remuneration Act, 1976 – Mandates equal pay irrespective of gender.
- Workmen’s Compensation Act, 1923 – Provides compensation for workplace injuries or deaths.
- Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 (amended 2016) – Prohibits child labour and regulates adolescent work.
- Protection of Children from Sexual Offences (POCSO) Act, 2012 – Protects children from sexual abuse and exploitation.
- Sexual Harassment of Women at Workplace (PoSH) Act, 2013 – Prevents and redresses workplace sexual harassment.
- National Guidelines on Responsible Business Conduct (NGRBC), 2019 – Principle 5 emphasizes business responsibility to respect and promote human rights.
- National Policy for Children, 2013 – Outlines the government’s commitment to protection, development, and participation rights of children.
- Draft National Action Plan on Business and Human Rights (NAP-BHR) – Provides guidance for business responsibility to avoid adverse human rights impacts.

Annexure-III: Vendor Declaration to Respect and Protect Human Rights

We, [Vendor Name], are fully committed to respecting and protecting human rights throughout our operations. We unequivocally condemn and prohibit human trafficking, forced labor, child labor, and all forms of discrimination, exploitation, or harassment. We ensure that our business practices uphold the dignity and rights of all individuals, providing fair wages, safe working conditions, and equal opportunities for all employees and partners. We further commit to holding our supply chain to the same high standards, fostering an environment where human rights are respected, protected, and promoted at all times.