	HUMAN RIGHTS POLICY	Effective From: 04-Dec-2023 Revision No.:00
	RELIABLE AUTOTECH PVT. LTD.	Policy Type: Internal/Public

1. PURPOSE:

To protect & respect the human rights of customers, employees, suppliers, contractors, communities, sub-contractor & other stakeholders and do business with ethical values, embrace practices that support human rights in every geography that we operate.

2. STATUTORY RULES & ACT:

The Protection of Human Rights Act, 1993

The Protection of Human Rights (Amendment) Act, 2019

ILO Declaration on Fundamental Principles and Rights at Work

UN Universal Declaration of Human Rights

3. SCOPE & APPLICABILITY:


The policy covers the following issues that are relevant to our business and is applicable to all our employees, sub-contractors, customers, suppliers, communities & other stakeholders.

- Equal Opportunity & Non-Discrimination
- Safe, Healthy & Harassment Free Workplace
- Diversity, Equity & Inclusion
- Prohibition of Child, Forced / Trafficked Labour
- Compensation & Benefits
- Employee, Business, Stakeholder & Sustainability Fair Practices
- Redressal Mechanism

4. OBJECTIVE:

1. To recognize & acknowledge our commitment to applicable international, constitutional and regulatory human rights requirements & maintaining legal compliance.
2. Engaging with stakeholders in an inclusive, transparent and culturally appropriate manner on human rights concerns related to our business activities.
3. To ensure that no human rights violations of any sort can occur, knowingly or unknowingly, across the range of our operations and value chain.
4. Respect the right of all workers to form and join a trade union of their choice without fear of intimidation or reprisal, in accordance with national law.
5. Valuing diversity, equal opportunity & inclusion, safe & healthy workplace, prohibiting child, forced/trafficked labour, discrimination, harassment and the need to consider the rights of vulnerable groups such as women, indigenous people, disable and minorities.
6. Promoting employee awareness on human rights through training & communication and engage with stakeholders to raise awareness among them.
7. Creating sustainable employment and stimulate economic opportunities in the community.
8. Mandating suppliers, sub-contractors and other stakeholders to promote sustainable practices.
9. Establishing a process for human rights impact or violation of human rights across any of our operations via a grievance redressal mechanism.
10. Providing access to remedy by resolving grievances in a timebound and cultural manner.

SD/- HR Head	SD/- Director
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11. Continuously improve, regularly reviewing and updating the policy to align with the latest industry standards, regulations and evolving human rights practices.

5. GRIEVANCE:

In the event of any grievances, stakeholders are encouraged to submit their grievances on <https://akath-whistleblowing.reliableautotech.com> by opting appropriate category.

The grievance officer will handle all grievances in a fair and confidential manner, ensuring timely resolution and adherence to company policies and applicable laws.


6. AMENDMENT

The company reserves its right to amend or modify this policy in whole or in part, at any time without assigning any reason. Any amendment or modification would be approved by the Human Rights Committee and Top Management.

7. REVIEW

The policy shall be reviewed once a year.

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ANNEXURE - A

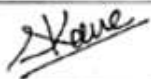
The composition of the Human Rights Committee constituted by Reliable Autotech Private Limited is as follows:

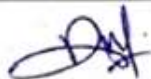
Sr. No.	Name	Committee Designation	Organizational Designation
1	Mr. Rohit Agharkar	Chairman	Lead - GRC, Vigilance Officer & Director
2	Mr. Devendra Bapat	Member	Director & Chairman of the Board
3	Mrs. Sneha Agharkar	Member	Lead - HR Strategy & Director
4	Mr. Sourabh Kane	Member	Head - HR
5	Mr. Atul Borgaonkar	Member	Chief Operating Officer

SD/- HR Head	SD/- Director
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Organizations	Reliable Autotech Pvt Ltd
Document number	RAPL/HR/PLY/0
Release Date	04-Dec-2023
Revision No.	
Date of Revision	
Revision No.	
Date of Revision	

Recommended By	Title	Date	Signature
Sourabh Kane	Head of HR	04-Dec-2023	

Approved by	Title	Date	Signature
Devendra Bapat	Director	04-Dec-2023	

Confidentiality:

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SD/- HR Head	SD/- Director
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