




Revision History

Date	Changes Made	Change Made By (MR)	Approved By (HOD)	Affected Section	Revision No.
25.12..2025	Format built & authorized	Tej Pratap Singh	ND Saini	All	00

Document Ownership and Timelines

Title	HUMAN RIGHTS POLICY	Document Classification	" Internal document"
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HUMAN RIGHTS POLICY

1. Purpose

The organization is committed to upholding and promoting human rights in all its operations, in line with the Constitution of India, applicable labour laws, and internationally recognized human rights principles.

2. Scope

This policy applies to all employees, contract workers, trainees, consultants, suppliers, and business partners associated with the organization.

3. Our Commitments

We are committed to:

Respecting the dignity and rights of every individual.

Providing a safe, healthy, and respectful workplace.

Conducting business ethically and responsibly.

4. Equal Opportunity & Non-Discrimination

We provide equal employment opportunities without discrimination based on gender, age, caste, religion, disability, marital status, nationality, or any other status protected by law.

Employment decisions are based on merit, qualifications, and performance.

5. Prevention of Harassment

The organization maintains zero tolerance towards sexual harassment, bullying, abuse, or any form of workplace harassment.

All complaints will be handled confidentially and fairly as per applicable laws and company procedures.

6. Prohibition of Forced & Child Labour

Forced, bonded, or compulsory labour is strictly prohibited.

Child labour is not permitted under any circumstances, in compliance with Indian labour laws.

7. Freedom of Association

Employees have the right to freedom of association and collective bargaining as per applicable laws.

8. Health, Safety & Well-being

We ensure a safe and hygienic working environment.

Adequate safety measures, training, and emergency preparedness are provided.

9. Fair Wages & Working Hours

Wages and benefits comply with statutory requirements.

Working hours, overtime and leave are governed by applicable labour laws.

10. Reporting & Grievance Redressal

Employees may report human rights concerns without fear of retaliation.

HR will ensure timely investigation and corrective action.

11. Responsibility

Management, HR and employees are responsible for implementing and upholding this policy.

12. Policy Review

This policy shall be reviewed periodically to ensure compliance with legal and ethical standards.

Issued by: HR Department

Effective Date: ____

Approved by: Management