
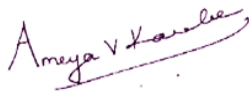





LEAP INDIA PRIVATE LIMITED

**Human Rights & Child Labour
Policy**

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Shraddha Sawant		Social	
Reviewed By:	Signature:	Approved By:	Signature:
Ameya V Karambe		Sunu Mathew	
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Purpose

The purpose of this policy is to affirm LEAP India's commitment to respecting, protecting, and promoting human rights in alignment with the Indian Constitution and international human rights standards. This policy aims to create a safe, inclusive, and equitable workplace where the fundamental rights of all employees, stakeholders, and community members are upheld. It also emphasizes LEAP India's stance against forced and child labor, reflecting our dedication to ethical practices across our operations and supply chains.

Scope

This policy applies to all employees, contractors, suppliers with LEAP India. It governs our approach to human rights, including prohibiting harassment, discrimination, forced labor, child labor, and supporting fair working conditions, freedom of association, employee privacy, and other essential rights. The policy also extends to our supply chains, ensuring that all associated entities adhere to these human rights principles.

Definitions

- **Human Rights:** Basic rights and freedoms that all individuals are entitled to, such as dignity, equality, and freedom, as outlined in the Indian Constitution and aligned with international human rights standards.
- **Child Labor:** Employment of individuals below the legal working age, as defined under the Child Labour (Prohibition and Regulation) Act, 1986, and Article 24 of the Indian Constitution. LEAP India prohibits child labor in all operations and suppliers.
- **Forced Labor:** Any work or service demanded of an individual under threat, coercion, or intimidation, which is against their will. This includes bonded labor, involuntary servitude, and other exploitative practices, strictly prohibited under Article 23 of the Indian Constitution.
- **Harassment and Discrimination:** Any unwelcome behavior, exclusion, or unfair treatment based on race, gender, caste, religion, disability, or other personal characteristics that violates an individual's dignity and creates a hostile environment.
- **Freedom of Association:** The right of employees to freely join or form groups, unions, or associations and to engage in collective bargaining for protecting their interests, as supported by Article 19 of the Indian Constitution.

- **Equal Pay for Equal Work:** The principle that all employees should receive equal remuneration for the same work or work of equal value, regardless of gender, caste, religion, or other distinctions, in line with Article 14 of the Indian Constitution.

Policy Statement

- **Commitment to Human Rights:** LEAP India is committed to fostering a culture of respect and dignity for all, ensuring human rights are upheld in every aspect of our operations.
- **Prohibition of Harassment, Discrimination, and Forced Labor:** LEAP India maintains a zero-tolerance policy for harassment, discrimination, forced labor, and child labor, in compliance with Articles 23 and 24 of the Indian Constitution.
- **Respect for Freedom of Association and Collective Bargaining:** LEAP India supports employees' rights to unionize and engage in collective bargaining, promoting a cooperative work environment.
- **Commitment to Safety and Health:** We prioritize employee safety by providing a safe, healthy, and compliant work environment, in line with national and international standards.
- **Protection of Employee Privacy and Freedom of Expression:** LEAP India respects employee privacy and freedom of expression, within ethical and legal limits.
- **Equal Pay and Fair Treatment:** LEAP India ensures fair compensation and equal treatment for all employees, promoting an inclusive and non-discriminatory workplace.
- **Protection Against Unemployment:** LEAP India strives to enhance job security through skills development and fair workplace policies, reducing the risk of unemployment.
- **Grievance Redressal Mechanisms:** LEAP India provides accessible grievance channels, ensuring employees can report rights violations without fear of retaliation and receive timely resolution.

Procedure

- **Reporting Violations:** Employees, contractors, and suppliers can report any human rights, harassment, or child labor violations to the HR department or designated grievance officers through confidential reporting channels.
- **Investigation and Resolution:** Upon receiving a report, LEAP India will promptly investigate the issue. A fair and thorough investigation will be conducted, with corrective actions taken as necessary.

- **Monitoring and Auditing:** Regular audits will be conducted to ensure adherence to the Human Rights & Child Labor Policy across operations and supply chains.
- **Training:** LEAP India will provide training for all employees on the importance of human rights, recognizing violations, and using grievance mechanisms effectively.

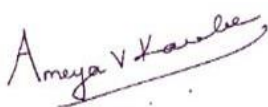
Employee Responsibility

- **Adhere to Policy Standards:** Employees are expected to adhere to all aspects of the Human Rights & Child Labor Policy, ensuring respectful and ethical conduct.
- **Report Violations:** Employees should promptly report any observed violations of human rights, harassment, or child labor through designated channels.
- **Promote Inclusivity:** Employees are encouraged to foster a positive and inclusive work environment, respecting each other's rights and dignity.

Responsibility for Success of this policy

LEAP India's Management has overall responsibility for this Policy. The Compliance Officer has day-to-day operational responsibility for this Policy and should ensure that all employees receive regular and appropriate training. The Compliance Officer will review this policy and our due diligence Human Rights Policy Program to assess effectiveness and incorporate lessons learned. Findings will be reported to LEAP India's Management Team. This Policy does not form a part of any employee's contract, or otherwise create one, and it may be amended from time to time.

For **LEAP India Private Limited**



Ameya V Karambe
General Manager – Human Resources & Administration