

HUMAN RIGHTS POLICY

1. Purpose

Human rights refer to the rights, freedoms, and treatment standards that are universally applicable to all individuals. This Policy is based on the International Labour Organization's Declaration on Fundamental Principles and Rights at Work as well as the labor laws of India. KKCL acknowledges and supports human rights at both international and national levels. It is essential for all KKCL employees, consultants, and suppliers to respect and uphold these standards.

2. Scope and Applicability

This Policy applies to every individual associated with KKCL, including workers, employees, officers, managers, directors, and contractors. The Human Rights Policy extends to all aspects of KKCL's operations, including its interactions with employees, stakeholders, and the communities where it operates. The objective of this policy is to uphold and safeguard the fundamental human rights of individuals, fostering a diverse, inclusive, and fair working environment.

3. Definitions

Human Rights: Fundamental rights and freedoms to which all individuals are inherently entitled, irrespective of their race, ethnicity, gender, religion, or any other distinguishing characteristic. These rights include but are not limited to the right to life, liberty, equality, freedom of expression, and protection against discrimination and abuse.

Non-Discrimination: The principle of treating all individuals fairly and equally, without any distinction or prejudice based on race, color, sex, language, religion, political or other opinion, national or social origin, property, birth, or other status.

Freedom of Expression: The right of individuals to express their thoughts, opinions, and ideas freely, without fear of censorship, persecution, or retaliation. This includes freedom of speech, freedom of the press, and the right to access information.

Equality and Diversity: The promotion of equal opportunities and treatment for all individuals, regardless of their differences, such as race, gender, age, disability, sexual orientation, or religious beliefs. It aims to create an inclusive and diverse environment that respects and values the unique contributions of each person.

Labor Rights: The protection and promotion of the rights of workers, including fair wages, safe and healthy working conditions, freedom of association, collective bargaining, and protection against forced labor, child labor, and workplace discrimination.

Compliance: The adherence to laws, regulations, policies, and standards relevant to human rights, ensuring that all activities and operations of the organization are in accordance with these requirements. It includes establishing effective systems, monitoring mechanisms, and remedial actions to ensure ongoing compliance with human rights principles.

KKCL: Kewal Kiran Clothing Limited and its subsidiaries and affiliates and any company that is directly or indirectly wholly or majority-owned or otherwise controlled by it.

KKCL Personnel: Any employee, workers and directors of KKCL.

4. Policy

Practices in the Workplace

KKCL employees are required to adhere to relevant labor laws, regulations, and guidelines that cover various aspects such as hiring, wages, working hours, overtime, and working conditions.

Freedom of Association and Collective Bargaining

Workers have the right to freely join and form organizations, including trade unions, worker associations, and committees, to protect and promote their occupational interests. Collective bargaining, which involves negotiations between organized employee groups, is also recognized and respected by KKCL.

Equal Opportunities and Diversity

KKCL values and respects diversity and individual differences. It expects all employees to contribute to creating a workplace that fosters respect, dignity, and fairness. Harassment and discrimination are strictly prohibited. KKCL follows a merit-based approach for hiring and promotions, regardless of characteristics such as race, color, religion, creed, gender, sexual orientation, gender identity or expression, intersex, national origin, marital or civil union status, pregnancy, ancestry, citizenship, age, military or veteran status, disability, genetic characteristics, or any other protected characteristic by law.

Prohibition of Coercion and Forced Labor

All KKCL employees must engage in voluntary employment. Any form of involuntary labor, including prison labor, debt bondage, indentured servitude, or forced labor, is strictly forbidden. KKCL has a zero-tolerance policy towards human trafficking and any form of involuntary labor. Physical or psychological coercion, as well as any kind of abuse, is against the law and will not be tolerated.

Child Labor

KKCL prohibits the use of illegal child labor and the exploitation of children. KKCL personnel are responsible for ensuring that all employees meet the minimum age requirements and are legally eligible for employment. Accurate records of employees' date of birth or other legitimate means of age verification must be maintained in accordance with legal requirements.

Wages and Working Hours

KKCL ensures that all employees receive wages and benefits that meet or exceed the minimum legal requirements. While recognizing that some production areas may require overtime, KKCL aims to limit overtime to maintain humane and productive working conditions, in compliance with local laws. Any overtime work that meets legal requirements will be compensated accordingly.

Work Environment

KKCL expects its personnel to treat all employees with dignity and respect and to comply with relevant laws concerning working conditions. These laws encompass worker health and safety, sanitation, fire safety, risk prevention, and the maintenance of electrical, mechanical, and structural safety standards. KKCL is committed to providing access to emergency medical care, clean and accessible restrooms, adequate lighting and ventilation, fire and emergency exits, essential life safety equipment, emergency aid kits, and drinking water as a minimum requirement.

5. Raise your concern

Please get in touch with a member of KKCL's HR team if you have any inquiries regarding this policy.

Please get in touch with KKCL's HR team at sangeeta.singh@kewalkiran.com if you think someone may have violated this policy.

Retaliation, reprisal, or subsequent discrimination against anyone who raises a concern or reports possible misconduct is strictly prohibited at KKCL.

In accordance with its internal procedures for investigations, KKCL will conduct an investigation into alleged misconduct relating to this Policy. Any KKCL employees who violated this policy may face disciplinary action, including termination from their employment.

6. History

Version : 1.0

Date : 2023/03/31

Changes : New Policy on Human Rights Policy