

HUMAN RIGHTS POLICY STATEMENT

Version	Approval Date	Created By	Reviewed By	Approving Authority
V1	09 th February 2023	Aftab Rahmathullah	Sowjanya V	Board of Directors

Table of Contents

1. <u>Objective</u>	3
2. <u>Scope</u>	3
3. <u>Contents of the Policy</u>	
3.1 <u>Equal opportunity Employer</u>	3
3.2 <u>Employment at will</u>	3
3.3 <u>Workplace Diversity</u>	3
3.4 <u>Human Trafficking</u>	4
3.5 <u>Abolition of forced labour</u>	4
3.6 <u>Ethical Employment Practices</u>	4
3.7 <u>Health, Safety & Security</u>	4
3.8 <u>Sustainability</u>	4
3.9 <u>Anti-Bribery & Anti – Corruption</u>	4
3.10 <u>Data Privacy</u>	5
3.11 <u>Employee Handbook</u>	5

1. Objective

Vivriti has built its strong and positive reputation over time on the high standards of business conduct and ethics that are used by our team in members in dealing with our customers, suppliers, vendors, governments, local communities, the public and fellow employees.

This document seeks to clarify Vivriti's stance on the various aspects of Human Rights at the organization. In doing so, the organization certifies that it is committed to complying with all applicable laws and regulations.

2. Scope

This policy applies to all full-time and temporary employees of Vivriti Capital Pvt. Ltd. and Vivriti Asset Management Pvt. Ltd.

3. Contents of the Policy

3.1 Equal Opportunity Employer

A key tenet of the Vivriti way of working is creating respect for all individuals by way of providing a workplace that is free from discrimination and harassment. Vivriti believes to build, grow and sustain a diverse talent pool from all strata of the society and has zero tolerance towards discrimination or harassment based on race, colour, religion, disability, gender, age, sexual orientation or any other identified status.

3.2 Employment at Will

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.

1. No team members are required to work at Vivriti by way of forced or bonded labour.
2. 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 the law.
3. Vivriti will not work with any agency or recruiting company which requires prospective team members to pay a fee to gain entry into Vivriti.

3.3 Workplace Diversity

Vivriti recognizes and celebrates the value and contribution everyone brings to our workplace and appreciates the value of attracting and retaining employees from different backgrounds. Vivriti is committed to creating an environment that is fair and flexible; promotes personal and professional growth and benefits from the capabilities of its diverse workforce. This commitment matched with a drive to open doors to talent from all corners is the underlying key to our success and thus extremely crucial to the way we think and operate.

Our aim is to ensure that our business policies, procedures, and behaviors promote diversity, equity and inclusion and create an environment where individual differences are valued. Details on our strategy have been summarized in the Diversity, Equity & Inclusion Policy.

3.4 Human Trafficking

Vivriti strongly prohibits and is against all forms of human trafficking.

3.5 Abolition of Forced Labor

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.

3.6 Ethical Employment Practices

Vivriti is committed to the adherence of the minimum age provisions in applicable laws and regulations where we conduct business & is against the exploitation of children. Vivriti prohibits the employment of any person under the age of 18. Furthermore, Vivriti operates in full compliance with applicable wage and benefit laws of the jurisdiction in which we operate.

3.7 Health, Safety and Security

Vivriti is committed to operate in an environment that minimizes the risk of preventable accidents, injury and exposure to health risks. Weapons of any sort are not allowed inside the premises. Threats (whether implicit or explicit), intimidation and violence have no place at Vivriti and will not be tolerated.

Vivriti also has the **Health, Safety and Environment (HSE)** policy that commits to safeguarding the health and safety of people, property and the environment.

3.8 Sustainability

Vivriti is committed to following sustainable practices in all its endeavours and has a committed team for the governance of these practices. As a responsible corporate citizen, Vivriti is committed to delivering value to all its stakeholders as well as the larger community. Our ESG policy establishes our roles & responsibilities towards environment, social, labour & working conditions & governance. It advocates our ESG framework & identifies opportunities to promote environmental sustainability & equitable growth through our products.

3.9 Anti-Bribery and Anti-Corruption

Vivriti's **Anti-Bribery & Anti-Corruption** policy establishes its position on bribery and corruption in detail. The policy and processes are reviewed by the Board and other audit committees at regular intervals. The company has also adopted a Whistle-blower mechanism for reporting issues/concerns on unethical behaviour, actual or suspected fraud, or violation of the Company's code of conduct.

3.10 Data Privacy

Vivriti' s Data Privacy Policy ensures that the privacy & protection of the personal information of its employees, candidates, visitors, customers & other stakeholders are in compliance with laws and regulations.

3.11 Employee Hand Book

We are committed to ensure compliance to all our obligations and in doing so, believe it is important to educate employees on their rights and responsibilities. We have created reference documents in the form of employee handbooks and policy portals, that serve as a guide to employees on their benefit entitlements. These documents are reviewed regularly to ensure they are always updated.