



## **Allcargo Logistics Limited**

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## **Human Rights Policy**

## About the Policy

Allcargo distinguishes that human rights are universal and integral to human beings. We recognise the valuable role that businesses can play in the longer-term protection of human rights. Everyone deserves to be treated with respect and equality. Human rights are extremely essential for our employees, workers, shareholders, investors, customers, communities where we operate, and civil society associations.

We are committed to respecting the human rights of our workforce, relevant stakeholders and those affected by our operations wherever we do business including our contractors and suppliers in line with internationally recognised frameworks. Our commitment entails respecting human rights and seeking to avoid involvement in human rights abuses, identifying, assessing and minimising potential adverse impacts through due diligence and management of issues, and resolving grievances from affected stakeholders effectively.

## Purpose

We believe in committing to and recognizing all internationally recognized human rights that are relevant to our business. For doing so, we have aligned the constituents of our policy and our commitments to the Human Rights which consists of the:

- I. Declaration of Human Rights
- II. To the principles addressing fundamental rights set out in the Labour Organization's Declaration on Fundamental Principles and Rights at Work.

## Scope

We shall ensure that the constituents of this policy are upheld across all our offices, site operations, warehouses and plant locations. Our policy applies to employees of our company, contractual workers, retainers, the entities we own, the entities in which we have a majority interest, and the facilities that we manage. We also expect our suppliers and vendors to maintain these principles and we urge them to adopt similar or equivalent policies in their businesses.

We shall adopt the approach of due diligence across all our operations to ensure that human rights are maintained basis of this policy, as a means to identify and prevent human rights risks to people across our value chain. All identified adverse impacts to human rights caused due to business activities or activities that we are linked to shall be addressed with fair and just remediation.

## **Key Constituents of the policy**

### **Human Trafficking, Child labour, and Forced labour**

- We are strictly against all and any form of forced labour, comprising but not limited to prison labour, indentured labour, bonded labour, military labour, and modern forms of slavery. We strictly do not follow or adopt any form of human trafficking and are against any such activities with zero tolerance against any such identified activities.
- We are strictly against hiring individuals below 14 years of age for any positions across our business operations.

### **Rights of Community**

- We will ensure that none of our operations impact the communities around our operations adversely. We shall ensure procedures for grievance redressal and remediation wherever the impact may be negative.
- We shall see to it that no indigenous people are harmed or should face any form of repressions by our operations.

### **Discrimination**

- We shall provide equal opportunities to all employees and to all eligible applicants for employment in the Company.
- The Company and its employees shall not discriminate nor tolerate harassment of its employees based on any ground, including race, caste, religion, colour, ancestry, marital status, gender, sexual orientation, age, nationality, ethnic origin, disability or any other category protected by applicable law.
- When recruiting, developing, and promoting its employees, AllCargo's decisions shall be based solely on performance, merit, competence and potential of the individual.
- The Company and its employees shall have fair, transparent and clear employee policies which promote diversity and equality, in accordance with applicable law and other provisions of this policy.

### **Freedom of Association and Collective Bargaining**

- Allcargo upholds all applicable human right laws while promoting the rights of freedom of association, worker participation and collective bargaining for all employees and assures that all relevant labour laws and regulations are followed.
- We will maintain harmonious relations with the recognized unions established by its employees and interact with them periodically to enhance working environment conditions and ensure fair remunerations.

### **Employee Lifestyle**

- We shall commit to ensuring that our employee compensation is maintained at competitive levels relative to the industrial markets. We shall also ensure that all compensation structures are in line with collective bargaining agreements if and when applicable. We shall commit to ensuring that our employees are provided applicable compensation, relevant industry work hours, overtime benefits, and other benefits applicable according to the company policy.
- We shall also commit to ensuring that our employee concerns and issues are promptly addressed, and relevant channels of communication are available to all our employees.

### **Workplace safety and security**

- We shall be committed to maintaining a safe workplace free from but not limited to mental harassment, sexual harassment, intimidation of any form, and other unsafe or threatening conditions arising from internal or external conditions. Privacy and security of employees are of utmost importance and are provided on a need basis to uphold employee dignity.
- We shall remain committed to providing a safe and healthy working space for our employees across all locations. We shall maintain compliance with the highest applicable health and safety regulations and standards based on our internal requirements. We maintain a record of identified risks, accidents, injuries, and other health impacts at the workplace through employee consultation and input.

### **Conducting Human Rights Due Diligence Assessment**

Allcargo ensures continual improvement of human rights performance by sharing good practices and learnings, setting and reviewing targets, and monitoring, reporting, and disclosing performance.

We shall develop and conduct a Due Diligence Process to identify human rights risks if any and the impacts and potentially affected stakeholders. We plan for corrective and preventive actions on addressing, preventing, and managing human rights violations, and track and monitor the situation. An appropriate mitigation plan shall be set for human rights violation cases.

### **Grievance redressal mechanism**

We have always encouraged transparent communication among our employees and management across all workspaces and we shall remain committed to uphold the same. We shall ensure complete compliance to applicable employment laws and regulations.

The company shall ensure that all employees are aware of updates and changes in the policy through regular trainings and annual certification processes.

We provide our employees with the opportunity to raise any concerns regarding conflicts in language of the policy, policy requirements, and other constituents of the policy along with questions regarding the same. We encourage our employees to do so by providing a system of confidential reporting of any concerns/issues/risks/threats/violations to persons or group of persons with our local Human Resources department, our Legal Department or if further escalation is required with our management and our human resource head Mr Vasant Shetty.

Employees can also register potential violations or threats/risks through the grievance redressal by writing email to [vasant.shetty@allcargologistics.com](mailto:vasant.shetty@allcargologistics.com)

### **Governance and Review of Policy**

We will periodically undertake human rights due diligence to identify, prevent, mitigate and account adverse human right impacts. We will review this policy periodically during our board review and make changes and revise policy accordingly. The policy shall be reviewed and approved by the management. Any guidelines on human rights issued by government agencies or ILO from time to time, they will automatically be part of this policy

### **Training for employees**

The Learning and Development team shall conduct mandatory training programmes to promote a discrimination and harassment-free workplace on an annual basis. All employees are required to complete the training and affirm compliance.

<b>Version</b>	<b>Effective Date</b>	<b>Description of changes</b>
Version 1.0	31.03.2023	Adoption of Policy at the Board Meeting held on 31.03.2023