

HUMAN RIGHTS POLICY

We at Wilhelm Textiles India Pvt Ltd has committed ourselves for protection of human rights of all our associates likes workforce, suppliers, and interested parties, communities and public at large. We are committed to respecting the human rights of our associates affected by our operations in line with internationally recognized frameworks including the Social Accountability & Corporate Social Responsibilities

Our commitment is respecting human rights and seeking to avoid involvement in human rights abuses, identifying, assessing and minimizing potential adverse impacts, and management of issues, and resolving grievances from affected stakeholders effectively.

We endeavor to achieve our commitment by:

- Legal compliance with applicable constitutional and regulatory human rights requirements and conforming to the Sustainable Business Framework;
- Undertaking an iterative, due diligence process, the focus of which is identifying, assessing and managing potential risks and impacts;
- Aligning our existing policies, processes and activities with our commitment to respect human rights, including those that apply to labor practices, engagement with indigenous peoples; land acquisition, supply chain, and security management;
- Promoting awareness of the human rights with employees at various levels of our operations through training and communication;
- Engaging with stakeholders in an inclusive, transparent and culturally appropriate manner on human rights concerns related to our business activities;
- Valuing diversity, equal opportunity and the need to consider the rights of vulnerable groups such as indigenous peoples, women, migrant workers and other minorities;
- Prohibiting all forms of harmful child labour, forced / trafficked labour, discrimination and harassment;
- Prohibiting any contribution to armed conflict or human rights abuses in conflict-affected and high-risk areas.
- Prohibiting interference in any way with the establishment, functioning or administration of workers' organizations or collective bargaining;
- Respect the right of all workers to form and join a trade union of their choice without fear of intimidation or reprisal, in accordance with national law;
- Providing access to remedy by resolving grievances in a timely and culturally appropriate manner;
- Influencing our contractors, suppliers and other organizations with whom has a leverage to adopt our sustainable business framework and to encourage and support the development of equivalent management systems;
- Developing goodwill, creating sustainable employment and stimulating economic opportunities in the communities that host our activities;
- Establishing clear accountability by assigning adequate resources and responsibilities for effective management of human rights risks; and
- Continually improving human rights performance by sharing good practices and learnings, setting and reviewing targets, and monitoring, reporting and disclosing performance.

This policy shall be reviewed and updated for its continuing suitability.

Update on 1st April 2022