



TEMBO
Powering Ahead

HUMAN RIGHTS POLICY

Tembo Global Industries Limited has always endorsed the spirit of human rights and created a culture where human rights are respected and upheld. The Company is committed to support elimination of unfair labor practices like child labour, forced labor and any form of discrimination. Tembo Global Industries Limited approach to its human resources is premised on the fundamental belief in fostering meritocracy in the organization which promotes diversity and offers equal opportunity to all employees. The Company reaffirm that we shall act as per all applicable laws and guidelines.

- Purpose:

Tembo Global Industries Limited (Called “the Company”) is committed to respecting human rights and will avoid violations of human rights via the installation of due diligence procedures and appropriate grievance redressal systems for all stakeholders.

- Applicability:

This policy applies to all employees of Tembo Global Industries Limited. This policy is effective immediately.

- Policy Guidelines:

- 1) The Company is committed to equal opportunity and are intolerant of discrimination and harassment. In all aspects of employment, such as recruitment, compensation and benefits, training, promotion, transfer and termination, we will treat individuals justly and in a non-discriminatory manner, solely according to their abilities to meet the requirements and standards of their role
- 2) The Company is committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions.
- 3) The safety and health of our employees is of paramount importance. Our policy is to provide a safe and healthy workplace and comply with applicable safety and health laws and regulations, as well as internal requirements
- 4) The Company does not employ any person below age of 18 years at the workplace
- 5) The Company prohibits the use of forced compulsory labor at all its units.
- 6) The Company acknowledges that every individual brings a different and unique set of perspective and capabilities. The Company does not support any form of discrimination based on caste, region, gender or race.
- 7) The Company respect the freedom of employees to approach higher officials beyond his/her immediate supervisor. A robust grievance handling procedure or connect to higher authority is in place through system.
- 8) HR department will be responsible for implementing , reviewing and updating the policy.
- 9) The policy is communicated through induction programme, policy manual and company intranet portal.
- 10) In case of any violation, complaint can be made to Head- HR & Administration and will be processed as per grievance handling mechanism.
- 11) The Company shall ensure the confidentiality of complaints and ensure that the privacy of complainant is safeguarded.

A responsible citizen and employees, it is our duty to uphold the highest values and together create a work atmosphere that is a benchmark for workplace conduct.