



Valiant Laboratories
Limited
ESTD. 1980

**HUMAN RIGHTS
POLICY**



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HUMAN RIGHTS POLICY

1. OBJECTIVE:

Human rights connote the basic rights, freedom, and standard of treatment belonging to all human beings by virtue of being human. Human rights are moral principles or norms for certain standards of human behavior and are the fundamental rights to which a person is inherently entitled. This policy aims at recognizing and protecting the dignity of all human being. Valiant Organics Ltd. (Valiant) understands the role that companies can play in protection of human rights and consequences on infringement of the same. This policy having linkage with the Grievance redressal Policy, Posh (Prevention of Sexual Harassment) & Whistle Brower Policy.

2. SCOPE & APPLICABILITY:

The Policy is applicable to all the employees of Valiant, including senior management staff of Valiant, its affiliates and vendors, consultants, advisors, suppliers, contractors or other third parties engaged with the Valiant are abide by this policy, across all the location Valiant.

3. HUMAN TRAFFICKING AND MODERN SLAVERY:

Modern slavery is a fundamental violation of basic human rights and it is a crime. It takes various forms including slavery, forced labour and human trafficking. The Valiant is committed to taking steps to ensure that modern slavery does not take place in any part of its own operations.

4. PREVENTION OF SEXUAL HARASSMENT:

The Valiant commits to protect the employees from sexual harassment and ensures the compliance with The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. The Company recognizes that protection of women against Sexual Harassment and the right to work with dignity.

5. MISUSE OF MANAGERIAL AUTHORITY:

The misuse of the authority vested in managerial, supervisory and administrative authority for personal advantage or misusing it towards juniors or subordinates





or a combination of both which results in adverse effects and breeds negativity is called abuse of managerial authority. The Valiant ensure that no managerial authority abuses their power.

6. HUMAN DIGNITY

Dignity at work is maintaining a healthy, safe and enjoyable place to go about employment. Manpower is our greatest asset of a Company. Therefore, Valiant believe in treating people with respect and dignity, respect, fairness, thereby fostering an atmosphere of open communication, care and trust. We respect the rights of individuals to achieve professional and personal balance in their lives.

7. CHILD LABOUR AND FORCED LABOUR

The Valiant strongly opposes child labour or forced labour in any form. Valiant committed to ensuring no such instances of child or forced labour occur in any of our operations.

8. EQUAL OPPORTUNITY AND INCLUSION

The Valiant is committed to a workplace that is free from discrimination and prejudice. Valiant strive to be fair and equal in all our interactions with employees and stakeholders not to discriminate on the basis of race, colour, religion, sex, sexual orientation, gender identity or expression, pregnancy, age, national origin, disability status, genetic information, protected veteran status, or any other characteristic protected by law. The scope of equal opportunity also extends to recruitment, employment, promotion, transfer, training, working conditions, wages and salary administration and employee benefits. Wages/remuneration, hours of work and social benefits, are based on local laws and regulations as well as prevailing market standards and practices.

9. ANTI-BULLYING AND HARASSMENT

The Valiant recognize that a workplace free from bullying and harassment is integral to helping the workforce work in the organization. Valiant is committed to respecting the rights of all our employees and strive to provide them with a work environment that's free from any physical, verbal or psychological harm.

10. CONSEQUENCES OF POLICY VIOLATION

Any Employee He/ She violate this policy then they will get punished as per statutory provisions laid down in the Indian Constitution.





11. GRIEVANCE REDRESSAL

Any grievance relating to this policy should be communicated to Director HR, as he will be the first point of contact. Apart from that there will be specific committee that will be responsible for addressing and overseeing human right issues. We have grievance redressal policy and Whistle Brower Policy that can also practice if any grievance incurred. This policy has been framed by the Valiant in the respect for human rights and to ensure there is no violation of human rights within the organization.

**The above policy is reviewed and adopted by the Board of Directors at their meeting held on May 14, 2024*


