

# Human Rights Policy



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At Sterling & Wilson Renewable Energy (SWREL), we are deeply committed to upholding and promoting human rights across all aspects of our operations. Our dedication to respecting the dignity and individuality of our employees, vendors, suppliers, communities, and stakeholders is at the core of our business practices. This policy is informed by international frameworks, including the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, and other relevant global covenants.

**Policy Objectives:**

- **Safeguard Human Rights:** Ensure that our operations and value chain are free from human rights violations, in full compliance with the standards set forth in this policy.
- **Promote Equality:** Uphold the dignity of all individuals, irrespective of gender, race, colour, nationality, religion, physical or mental disability, medical condition, sexual orientation, or marital status.
- **Foster Diversity and Inclusion:** Create a workplace where diversity is celebrated, and all employees are empowered to contribute fully without fear of discrimination.
- **Ensure Workplace Safety:** Provide a work environment that is safe, harmonious, and respectful, where the rights of employees and stakeholders are protected.
- **Support Employee Well-Being:** Recognize that the well-being of our employees is fundamental to their productivity and job satisfaction. We commit to providing resources and support for physical, mental, and emotional well-being.
- **Address Human Rights Impacts:** Proactively avoid infringing on the human rights of others and address any adverse impacts that may arise.
- **Implement Robust Processes:** Establish comprehensive procedures for addressing any human rights issues that may emerge within our operations or among our stakeholders.

**Scope and Applicability**

- **Equal Employment Opportunity and Diversity:**
  - **Commitment to Inclusion:** We are dedicated to fostering a workplace free from discrimination and prejudice, where every individual is valued for their unique contributions. Employment decisions are made based on merit, without consideration of gender, race, color, nationality, religion, disability, or any other protected characteristic.

- **Fair Compensation:** SWREL is committed to providing fair wages, benefits, and employment conditions that respect the rights and dignity of all employees.
- **Freedom of Expression:** We respect the rights of our employees to express their opinions and ensure safe and humane working conditions that uphold their well-being.
- **Employee Well-Being:**
  - **Physical Well-Being:** SWREL is committed to ensuring a healthy work-life balance and provides access to health and fitness programs, ergonomic workspaces, and regular health check-ups to support physical well-being.
  - **Mental and Emotional Well-Being:** We recognize the importance of mental health and offer resources such as counseling services, stress management programs, and mental health awareness training. We strive to create a supportive environment where employees feel comfortable discussing mental health concerns.
  - **Work-Life Balance:** We encourage flexible working arrangements, where possible, to help employees balance their professional and personal responsibilities effectively.
- **Harassment-Free Workplace:**
  - **Zero Tolerance for Harassment:** SWREL maintains a strict policy against harassment of any kind, whether physical, verbal, or psychological. We are committed to providing a work environment that is free from behaviors that demean, intimidate, or harm individuals based on race, religion, gender, sexual orientation, or any other characteristic.
  - **Sexual Harassment:** We take incidents of sexual harassment seriously and encourage employees to report any such incidents to the Internal Complaints Committee, in accordance with our Prevention of Sexual Harassment (POSH) Policy.
  - **Preventive Measures:** Our policies are designed to prevent harassment and address it promptly and effectively should it occur.
- **Prohibition of Child and Forced Labor:**
  - **Child Labor:** SWREL strictly prohibits the employment of children below the minimum legal age for employment. We do not engage in or support child labor, and children under the age of 14 are not employed in any capacity.

- **Forced Labor:** We reject all forms of forced labor. Employees are free to leave their employment after giving reasonable notice, as required by law or contract.
- **Health and Safety:**
  - **Commitment to Safety:** We recognize our employees as valuable assets and are committed to providing a safe and healthy working environment. This includes access to clean water, proper sanitation, adequate ventilation, emergency exits, and first aid provisions.
  - **Compliance and Responsibility:** All employees are expected to adhere to the company's safety procedures and relevant legal requirements. We also expect our contractors and partners to meet the same high standards of health and safety protection.
  - **Substance-Free Workplace:** SWREL prohibits the use, possession, or distribution of illegal drugs or alcohol on company premises and expects employees to maintain sobriety during work hours.

**Implementation and Monitoring:**

- **Roles and Responsibilities:** The implementation of this policy is overseen by the Board of Directors and senior management, ensuring alignment with SWREL's ethical standards and international norms.
- **Training and Awareness:** Regular training programs will be conducted to raise awareness of human rights and employee well-being issues, ensuring that employees understand their rights and responsibilities.

**Conclusion:** Sterling & Wilson Renewable Energy is committed to fostering a culture of respect, dignity, and inclusivity. Through this policy, we aim to create a positive impact on our employees, stakeholders, and the communities in which we operate, ensuring that human rights and well-being are at the forefront of our business practices.

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26.09.2024

**Approved By:**  
SWREL Management

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