



HUMAN RIGHTS POLICY

Policy Statement:

My Home Constructions Private Limited (My Home) respects and supports the social and economic dignity, wellbeing and human rights of all the stakeholders. My Home is committed in developing a culture, which inculcates respect and support for Human Rights. My Home respects the dignity of our employees in the workplace, and we are committed to ensure our employees' rights to personal security, a safe, clean and healthy workplace and freedom from harassment or abuse of any kind.

This policy is in accordance to the principles of International Labor Organization and United Nations Global Compact. My Home would ensure conformance to fundamental labor principles including the prohibition of child labor, forced labor, freedom of association and protection from discrimination (based on age, gender, marital status, differently abled, race, national / regional origin, ancestry, indigenous status, personal beliefs, religion & spiritual practice, political affiliation, sexual orientation and HIV/AIDS) in all its operations by imparting relevant training and aligning the conduct of its employees."


Our company endeavors to achieve our commitment by:

1) Freedom of Association: My Home Code of Conduct on regulatory compliance requires Company to comply with all the laws of land and go beyond compliance wherever possible. In this spirit, freedom of association is engrained in Company's Values.

Employees doing the same work to the same standards and skills of flexibility and productivity will receive comparative remuneration and employment conditions, whether employed under individual or collective agreements. Company does not interfere with the rights of workers to express themselves freely, nor their right to access relevant information, which enable them to perform their work properly.

2) Protection from discrimination: Company employs based on job requirements and does not discriminate on grounds of age, ethnic or social origin, gender, sexual orientation, politics or religion. Company may make exceptions to favor local employment where local laws provide.

Prepared & Recommended By:


AVP (HR & ADMIN)

Corporate Office
8th Floor, Block - 3 , My Home Hub, Madhapur,
Hyderabad - 500081.

Approved By:


EVC / MD



My Home Constructions (P) Ltd.

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MHCPL-HR-SOP-14

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Version 0

- 3) **Child labour:** My Home prohibits any form of child labour (any person below the age of 18 years) for any work at its project/office premises.
- 4) **Forced or compulsory labour:** Company does not use forced, bonded, or compulsory labor, and all its employees are free to resign their employment at any time, by providing reasonable notice period as per the terms of employment letter.
- 5) **Age:** Company will not discriminate, directly or indirectly, based on the age of the person. Company will ensure not to treat anyone less favorably because of their actual or perceived age.
- 6) **Working conditions and labor standards:** Wages, hours of work and social benefits, are based on local laws and regulations as well as prevailing market standards and practices. We treat all our employees fairly and honestly regardless of where they work. All employees and workers are entitled to reasonable rest breaks, access to toilets, rest facilities and portable water at their place of work, and holiday leave in accordance with the legislation.
- 7) **Gender:** Company will not discriminate on the basis of gender on any aspect of employment (hiring, pay, job assignments, promotions, layoff, training, fringe benefits, and any other term or condition of employment) and will establish employment targets to maintain gender balance.
- 8) **Marital:** Company will not discriminate because of marital status (i.e. single, married, in a de facto relationship, separated, divorced or widowed) Company will treat fairly and not ask discriminatory questions that point to marital status or family issues Men & women, without any limitation, have the right to marry as per the local laws.
- 9) **Differently abled:** All differently abled will be treated with dignity and respect. Company will provide necessary facilities to all those differently abled persons.
- 10) **Race:** Company will not tolerate any discrimination / racial harassment like racial slurs, offensive or derogatory remarks about a person's race or color.

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