

HUMAN RIGHTS POLICY

(Updated as on 27th March 2023)

Respect for human rights is fundamental part of the DNA of PTL Enterprises Ltd. ('The Company' or 'PTL' or 'We') and the communities in which we operate. In our Company and across our system, we are committed to ensure that people are treated with dignity and respect.

The Company's Human Rights Policy is guided by international human rights principles encompassed in the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the United Nations Global Compact, the United Nations Guiding Principles on Business and Human Rights, and the Constitution of India.

Respect for Human Rights

PTL is committed to identify, prevent, and mitigate adverse human rights impacts resulting from or caused by our business activities before or if they occur through human rights due diligence and mitigation processes. We believe in the concept of "One Family" and the same is enshrined in our values. We celebrate our oneness through building trusting relations, respect for diversity and passion towards common goals.

- ✓ Employees must know their colleagues as they would know a friend.
- ✓ Employees must encourage each other to lead a healthy lifestyle and balance work and personal life.
- ✓ Employees must value and take pride in fellow Ptlites, irrespective of their hierarchy, race, religion and gender.
- ✓ Employees must connect with each other as one team with one dream.

We seek to conduct our business in a manner that recognizes and respects the human rights and dignity of people. We have zero tolerance towards human rights abuses such as child labour, human trafficking and forced labour and do not encourage or condone such practices by third parties.

Community and Stakeholder Engagement

We are committed to engaging with stakeholders in our communities to ensure that we are listening to, learning from and taking into account their views as we conduct our business. Where appropriate, we are committed to engaging in dialogue with stakeholders on human rights issues related to our business.

The Company recognizes and respects the human rights of all relevant stakeholders and groups within and beyond the workplace, including that of communities, consumers and vulnerable and marginalized groups.

Human Rights Awareness

We promote the awareness and realization of human rights across our value chain and among our stakeholders.

Applicability

This policy is applicable to all offices of the Company.

Affirmation to the policy

- ✓ This policy is communicated to all employees in an appropriate and meaningful manner. The Company shall report on the status of its adoption of this policy as statutorily required.
- ✓ The Company shall encourage its business associates and partners to abide by this policy.
- ✓ The Company has appropriate systems and processes in place to ensure compliance with the Policy and with statutory provisions, including processing of grievances for redressal.

Violation of the policy

Violations of law, or other Company policies or procedures by Company employees can lead to disciplinary action up to and including termination. Disciplinary actions may include immediate termination of employment at the Company's sole discretion. Where the Company has suffered a loss, it may pursue legal actions against the individuals or entities responsible.

Amendments

This Policy may be updated/ amended by the Company from time to time.

Accessibility

This Policy may be viewed online at www.ptlenterprises.com