

# HUMAN RIGHTS POLICY OF SIGNATUREGLOBAL (INDIA) LIMITED

**(Formerly known as Signatureglobal (India) Private limited)**

(Approved by the ESG Committee on 03.03.2024)

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# Human Rights Policy

Updated: 03<sup>rd</sup> March 2025

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## 1. Vision

At Signatureglobal (India) Limited, we believe that **respect for human rights is foundational to ethical business and sustainable development**. As a responsible real estate developer operating in diverse communities, we are committed to protecting the dignity, freedoms, and rights of all individuals who work with, for, or are impacted by our business.

This policy outlines our approach to respecting and promoting human rights across our value chain and is guided by:

- The **Universal Declaration of Human Rights**
  - The **United Nations Guiding Principles on Business and Human Rights (UNGPs)**
  - The **ILO Declaration on Fundamental Principles and Rights at Work**
  - India's labour laws and human rights obligations under the Constitution of India
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## 2. Scope

This policy applies to all employees, workers, contractors, suppliers, and third-party service providers of Signatureglobal (India) Limited across its project sites, offices, supply chains, and vendor networks.

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## 3. Commitments

### 3.1 Human Capital Development

We are committed to:

- Providing **fair remuneration**, performance-linked incentives, and comprehensive staff benefits
- Ensuring **equal pay for equal work**, regardless of gender or background
- Supporting **local hiring** and skilling programs to build community-based employment pipelines
- Promoting a culture of **continuous learning** through internal training, certifications, and sponsorship for external education
- Conducting **annual performance reviews** to align individual growth with organizational goals
- Monitoring progress through **human capital KPIs** and conducting periodic assessments

### 3.2 Equality, Dignity, and Non-Discrimination

Signatureglobal (India) Limited maintains a zero-tolerance stance toward:

- Discrimination based on gender, caste, religion, age, disability, sexual orientation, marital status, nationality, or any other legally protected status
- Harassment (verbal, physical, sexual, or psychological)
- Threats, intimidation, or retaliation in the workplace
- We are committed to providing a **safe, inclusive, and respectful environment** for all employees.

### 3.3 Freedom of Association and Collective Bargaining

- We respect and uphold the rights of workers to **form, join, or not join trade unions**, and to bargain collectively, in accordance with applicable Indian laws
- We maintain a **non-retaliatory stance** toward employees exercising these rights

### 3.4 Child Labour, Forced Labour, and Modern Slavery

- Signatureglobal (India) Limited prohibits the employment of any individual **below the legal working age** as per local laws (e.g., Child Labour Act, 1986)
- We maintain **zero tolerance for forced labour, bonded labour, human trafficking**, or coercive work practices
- All employees and contract workers must be engaged voluntarily with documented terms and access to grievance mechanisms

### 3.5 Grievance Mechanisms and Remediation

- We provide **confidential and accessible channels** for employees and workers to report any form of discrimination, harassment, or human rights abuse
- All grievances are handled through a structured process with **timely resolution, anonymity (if requested), and non-retaliation guarantees**
- Disciplinary action will be taken against individuals or entities violating this policy

### 3.6 Due Diligence, Monitoring, and Transparency

- We conduct **human rights risk assessments** across projects and supply chains
  - Signatureglobal (India) Limited performs periodic audits to evaluate and address human rights impacts
  - Where material risks or incidents are identified, we implement **corrective and preventive action plans** and report findings to relevant stakeholders
  - We aim to integrate human rights metrics into broader ESG and GRESB reporting frameworks
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## 4. Communication and Stakeholder Engagement

- This policy is communicated to all internal teams and integrated into supplier agreements and onboarding documentation
  - We conduct **awareness sessions and toolkits** for contractors, suppliers, and on-site workers
  - Signatureglobal (India) Limited will periodically engage with communities, NGOs, and regulatory stakeholders on emerging human rights issues
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## 5. Policy Review and Governance

- The **HR & Legal Department**, in coordination with the **ESG Steering Committee (also known as the ESG Committee)**, is responsible for implementing and reviewing this policy
  - The policy shall be reviewed annually or upon material change in laws, operations, or stakeholder feedback
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*“Respect for people is the foundation on which we build — our structures, our teams,  
and our impact.”*