



MIT S Global Consulting Private Limited

LABOR AND HUMAN RIGHTS POLICY

Version	Date	Prepared by	Reviewed by	Approved By
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1.1	05.01.2025	Sangeeta Mungapatil	Aakash Dhurka	Sandeep Dhurka

Policy Statement:

We are committed to upholding the highest standards of labor and human rights in all our operations. We continuously strive to provide fair, inclusive, ethical and equal opportunities in our recruiting processes. We recognize that it is our responsibility to protect the rights of our employees, managers, customers, suppliers, partners by providing them with a workplace which has zero tolerance for harassment, discrimination or any other human right abuse or violations.

This policy is aligned with the Universal Declaration of Human Rights, United Nations Guiding Principles on Business and Human Right, International Labour Organization (ILO) Standard, Local and national labor laws.

Scope:

This policy applies to employees, clients, and all third-party suppliers/ vendors.

Commitments:

We are committed to:

- Child labor, forced labor, modern slavery and human trafficking is strictly prohibited in all our operations
- Protecting the rights of everyone working with and working for our company
- Fostering a work environment that embraces diversity, inclusivity and ensures that all individuals are treated with respect, free from any form of harassment, discrimination, or bias
- Providing and maintaining a healthy and safe environment and promoting mental health and wellbeing at work
- Offering compensation that meets or exceeds minimum wage standards and establish working hours. Holidays, leave periods in accordance with the local laws and agreements
- Ensuring that hiring, employment, and promotion decisions are made without discrimination based on race, gender, age, disability, religion, or any other status protected by law
- Providing accessible and transparent grievance redressal mechanism and opportunities for career development through training and education
- Working hours, wages, and overtime shall comply with national laws and industry standards.
- Respecting the right to privacy of all stakeholders
- Regularly engage with stakeholders to convey our approach to labor and human rights practices

We will monitor our progress by achieving and tracking the following targets by the end of every year, compared to the baseline year 2025:

- Zero Tolerance for Forced Labor, Child Labor, or Human Trafficking
- Enable a Minimum of 15% Increase in Employee Satisfaction Yearly
- Train 100% of Recruiters on Ethical Hiring Practices

- Mandatory training courses for all the employees on Human Rights and Ethical Practices.

Roles and Responsibilities:

The HR Committee is responsible for developing the labour and human rights policy and proposing annual objectives to the Board of Directors.

Records and Documentation:

- Training records
- Comprehensive and secure records of employee age verification
- Internal Audits

Policy review:

We ensure that there is constant monitoring to prevent violations of this policy. This policy is subject to review and updated every six months and all changes will be communicated to the relevant stakeholders.

Reference:**Human Rights related policies:**

1. Employee Policy - work policies and procedures
2. Employee Handbook
3. Prevention of Sexual Harassment (POSH) Policy
4. Employee Health and Safety policy

Reporting:

To raise grievances related to human rights and labor practices, Employee and HR portal can be used. Through this portal, employees can directly share their issues and concerns with the HR department, enabling HR to promptly view and address these matters.

Whistleblower mechanisms are available on the company website for reporting violations, if any.
