

HUMAN RIGHTS POLICY

FLAMMER'S GOVERNANCE FOR HUMAN RIGHTS



FLAMMER



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FLAMMER TECHNOLOGIES PRIVATE LIMITED



1 Objective:

- a) To recognize and acknowledge our commitment to internationally recognized human rights principles and standards
- b) To ensure diversity, equity and inclusion within our organization
- c) To ensure a workplace free of discrimination, where everyone brings their whole selves to work
- d) To ensure that no human rights violations of any sort can occur, knowingly or unknowingly, across the range of our operations and value chain
- e) To ensure that no human rights violation of any sort can occur, knowingly or unknowingly, in accordance with the adopted standards and the scope of this policy.
- f) To ensure that employees are provided the necessary training and awareness on our Human Rights policy and engage with our stakeholders to raise awareness among them.
- g) To ensure that the coverage of training on human rights is tracked and forms an important KPI, as part of our compliance towards our commitment to respecting and upholding human rights.

2 Scope & Acceptability:

The Policy covers the following issues that are relevant to our business, and is applicable to all our employees, business partners and other relevant parties.

- Safe & healthy workplace
- Workforce diversity
- Freedom of Association
- Equal opportunity
- Supplier Code of Conduct
- Fair practices in employee life cycle
- Compensation & benefits
- Redressal mechanisms

3 Our Approach:

At Flammer Technologies, we are dedicated to safeguarding industries through advanced process safety solutions. In our operations, we strive to ensure a fair and equitable environment for all. It is our constant endeavour to create a work environment that is built on trust and transparency where everyone is able to bring their whole selves to work without the fear of discrimination or disparity. We also recognise the right to collective bargaining and freedom of association as fundamental labour rights. This means all member states must respect and promote these rights.

In addition to this policy statement, our approach is further strengthened by our existing policy framework, which caters to various segments of our business.



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All employees are required to adhere to our Code of Conduct, which mandates tenets for them to follow. These include aspects on fair and equitable treatment of co-workers and other stakeholders that they interact with.

We remain committed to building on our current policies and practices to remain responsive to our dynamic organizational environment and any emerging expectations of our stakeholders.

4 Areas Covered:

a) Freedom of Association & Collective Bargaining:

As per ILO, Freedom of association and the right to collective bargaining are also considered human rights. **FLAMMER** recognises the right to collective bargaining and freedom of association as fundamental labour rights. This means all member states must respect and promote these rights, whether they have ratified the relevant Conventions. According to which we ensure the necessary measures to encourage and promote the full development and utilisation of systems for voluntary negotiations between workers' organisations and employer's organisations.

b) Diversity, Equity and Inclusion:

FLAMMER is committed to a culture that is rich in diversity, is equitable with respect to every individual's life journey, and where every individual is able to thrive in an environment that fosters inclusion. In our endeavours, we passionately cultivate environments that embrace diversity, equity, and inclusion, rejecting all forms of discrimination.

c) Non-Discrimination and Equal Opportunity:

FLAMMER is committed to ensuring that our workplace is free of discrimination and prejudice. In keeping with the same, we adhere to, and regularly update specific metrics to ensure fairness in our decisions related to hiring, promotion, remuneration and benefits. We shall adhere to all relevant laws and regulations and provide equal opportunity for professional growth to the Bank's employees. **FLAMMER** strives to being fair and equal in all our interactions with our customers and value chain partners.

d) Prevention and Prohibition of Sexual Harassment at Workplace:

FLAMMER recognizes that a harassment-free workplace is integral to helping the workforce bring their whole selves to work. We are committed to respecting the rights of all our employees and strive to provide them with a work environment that's free from any physical, verbal or psychological harm. Our policies and systems have been designed to prevent such instances and address them in case they do arise.

All sexes other than female find redressal in the Code of Conduct policy, Diversity, Equity and Inclusion policy thereby making Sexual Harassment at the workplace truly gender inclusive.

e) Safe and Healthy Workplace Environment:

FLAMMER is committed to provide a safe working environment that enables everyone achieve their true potential and contribute to their holistic growth. The well-being of our employees continues to be one of our top priorities. We invest in engaging with our employees through various initiatives to not just boost productivity at work but to also ensure holistic physical and mental well-being.

**f) Prohibition of Child Labor, Forced Labor and Human Trafficking:**

At **FLAMMER**, we ensure full compliance with legal obligation and regulatory standards related to human rights, emphasizing fundamental labour principles such as the prevention of child labour, forced labour, and human trafficking. We have a zero-tolerance towards any forms of these practices.

g) Review and Governance:

This policy draws on the strengths of various international human rights frameworks, which guide us on best practices to respect and support all our stakeholders. It is further supplemented by the policies listed in Annexure 2, which are aimed at protecting the interests of various stakeholders. We have formed a General Committee, which has been tasked with overseeing the implementation of this Human Rights Policy.

Annexure 2: Policy Linkage

- Employee Code of Conduct
- Working Hours & Attendance Policy
- No Child & Forced Labour Policy
- Equal Opportunity, Non – Discrimination & Anti – Harassment at Workplace Policy
- Anti-Bribery & Anti-Corruption Policy
- Disciplinary Action & Grievance Redressal Policy
- Environment, Health & Safety Policy
- Conflict Mineral Policy
- Local Labour Regulation Policy

Flammer Technologies Pvt. Ltd.


Director

Flammer Technologies Pvt. Ltd.

s/d

Director


Director