



## Nitin Spinners Limited

### Human Rights Policy

Respect for human rights is fundamental part of the DNA of Nitin Spinners Limited ('The Company' or 'Nitin Spinners' 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**

- Nitin Spinners is committed to respect and protect the dignity, well-being and human rights of all stake holders.
- Nitin Spinners is committed to developing a culture and environment which inculcates respect and support for human rights and seeks to avoid connivance in Human Rights abuses across its locations.
- Nitin Spinners would ensure conformance to fundamental labour principles including the prohibition of child labour, forced labour, freedom of association and right to collective bargaining and protection from discrimination, in all its operations by imparting relevant training and aligning the conduct of its employees.

Nitin Spinners 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.

#### **Anti-discrimination and retaliation**

We employ people on the basis of their ability to do the job, and we prohibit discrimination based on employees' personal characteristics, conditions or beliefs. (based on age, sex, marital status, caste, religion, color, race, nationality, ancestry, indigenous status, personal beliefs, spiritual practice, political affiliations, differently abled, and HIV/AIDS)

### **Fair Working Hours**

We manage operations to ensure that overtime does not exceed levels that create inhumane working conditions.

### **No harsh or inhumane treatment**

The safety and security of employees at our facilities are key priorities. We prohibit the physical abuse and harassment of employees, as well as the threat of either.

### **Child Labour**

We do not employ any person below the age of eighteen years.

### **Forced labour**

We prohibit the use of forced or compulsory labour at all our units. No employee is made to work against his/her will or work as bonded/forced labour, or subject to corporal punishment or coercion of any type related to work.

We seek to conduct our business in a manner that recognises 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.

### **Accessibility**

This Policy may be viewed online at [www.nitinspinners.com](http://www.nitinspinners.com)