



POLICY ON HUMAN RIGHTS

OF

SOLAR INDUSTRIES INDIA LIMITED

PHILOSOPHY:

“Human Rights are the very soul of our sense of nationhood”

Respect for human rights is fundamental to the sustainability of the Solar Industries India Limited (“SIIL”) and the communities in which we operate. In our Company and across our system, we are committed to ensuring that people are treated with dignity and respect.

The constitution of India gives its citizen the following six human rights which are:

- Right to Equality
- Right to freedom
- Right against Exploitation
- Right to freedom of Religion
- Cultural and Educational Rights
- Right to Constitutional Remedies

In Solar, each and every person’s human rights are protected and are surely treated with dignity and respect.

POLICY:

1. To conduct business in a manner that respects the rights and dignity of all people, complying with all legal requirements.
2. To recognise our responsibility to respect human rights and avoid complicity in human rights abuses.
3. To respect the rights of people in communities impacted by our activities. We will seek to identify adverse human rights impacts and take appropriate steps to avoid, minimise and/or mitigate them.
4. To ensure compliance and adherence to all the applicable human rights laws and national laws. The Company’s policies strive to percolate these values at all levels in the organisation.

PUTTING INTO PRACTICE.....

1. This policy is communicated to all employees in an appropriate and meaningful manner.
2. The Managing Director through Human Resource Department along with Functional Heads of Department of the Company shall be responsible for ensuring that the policy is implemented throughout the Company.
3. We recognize our responsibility to respect human rights and avoid complicity in human rights abuses.
4. Compliance of the Policy will be regularly monitored by Sustainability Compliance Review Committee (SCRC) and any grievances/ complaints with respect to violation of the policy shall also be reported to the SCRC. The report of the SCRC will be reviewed by the CSR Committee of the Board on yearly basis.

**Manish Nuwal
Managing Director &
Chief Executive Officer**