

HUMAN RIGHT & SOCIAL POLICY

- I. Eradicating hunger, poverty and malnutrition, promoting preventive health care and sanitation and making available safe drinking water.
- II. Promoting education, including special education and employment enhancing vocation skills especially among children, women, elderly and the differently abled and livelihood enhancement projects.
- III. Promoting gender equality, empowering women in social status.
- IV. Ensuring environmental sustainability, ecological balance, protection of flora and fauna, animal welfare, agro forestry, conservation of natural resources and maintaining quality of soil, air and water.
- V. Protection of national heritage, art and culture including restoration of buildings and sites of historical importance and works of art; setting up public libraries; promotion and development of traditional arts and handicrafts.

HTL aims to fulfil its human rights & social commitments through the following actions:

- The company shall provide equal opportunities to all its employees and all qualified applicants for employment without regard to their race, caste, religion, colour, ancestry, marital status, nationality.
- The company will make reasonable job accommodation with person with disabilities who can perform the essential functions of the position for which they are qualified and selected.
- Employees of company shall be treated with dignity to maintain a work environment free of sexual harassment, whether physical, verbal or psychological.

- All employees share a serious responsibility for the organizations good public relations, especially at community level. Their readiness to help with religious, Charitable, educational & civil activities bring credit to the organization is encouraged.
- Any sort of Intoxication, Gambling, Fighting, Swearing & similar unprofessional activities are strictly prohibited while on Job.
- Every member of company is responsible for ensuring environmental sustainably & protection of national heritage in any conditions.

HTL is committed to continuously review and update its policies and procedures. Therefore, this Code will be subjected to review and modification as and when necessary.

For, HTL Aircon Pvt.Ltd.