



Human Rights Policy

Introduction

Juniper Green Energy Pvt Ltd (herein referred to as “We”, “The Company”, “JGEPL” or “Juniper”) recognizes the importance of respecting and promoting human rights which is the bedrock upon which we build our foundation. Recognizing that respecting and upholding the dignity, equality, and freedom of every individual fuels not only sustainable energy solutions, but also a brighter, more inclusive future for all.

We are committed to upholding the highest standards of human rights in all aspects of our operations as outlined in the below international and national standards and guidelines:

- **United Nations Universal Declaration of Human Rights (UDHR)**
- **10 Principles of the United Nations Global Compact (UNGC)**
- **International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work**
- **SEBI's Business Responsibility & Sustainability Report (BRSR)**
- **National Guidelines on Responsible Business Conduct (NGRBC)**
- **Parliament of India and Companies Act of 2013**

Scope of Application

This Policy applies to all stakeholders (permanent and contractual employees, suppliers, customers and the local community) directly or indirectly impacted by our business processes. We expect all our service providers to adhere to this Policy when operating from our sites.

Implementation

Through rigorous monitoring, employee training, and regular audits, we ensure strict adherence to our human rights Policy, fostering a culture of respect, dignity, and accountability across all levels of the organization, thereby safeguarding the well-being of all stakeholders.

10 Principles of Human Rights

In alignment with these standards and guidelines, we are committed to the following principles:

1. **Non-Discrimination:** We believe in treating all individuals with dignity and respect, irrespective of race, color, ethnicity, nationality, religion, age, gender, sexual orientation, disability, marital status, or any other characteristic protected by applicable laws.
2. **Fair Employment Practices:** We are committed to providing equal employment opportunities based on merit, qualifications, and abilities. Discrimination, harassment, or victimization of any form in our workplace will not be tolerated.
3. **Labor Rights:** We respect the rights of all employees to freedom of association and collective bargaining. We will not interfere with employees' rights to join or form trade unions or engage in peaceful assembly.

4. **Child Labor:** We do not employ child labor as defined by the International Labor Organization (ILO) Convention on the Rights of the Child. We adhere to local laws and regulations regarding the minimum age of employment.
5. **Forced Labor:** We prohibit the use of forced or compulsory labor in any form, including bonded labor, involuntary prison labor, or human trafficking, within our operations and supply chains.
6. **Health and Safety:** We are committed to providing a safe and healthy work environment for all employees. We will comply with applicable health and safety laws and regulations and strive to continuously improve our safety practices.
7. **Supply Chain Responsibility:** We expect our suppliers and business partners to uphold the same human rights standards outlined in this Policy. We will work collaboratively with our suppliers to ensure they respect human rights throughout their operations and supply chains.
8. **Community Engagement:** We recognize our responsibility to respect the human rights of communities where we operate. We will engage with local stakeholders and respect their cultural, social, and economic rights.
9. **Privacy and Data Protection:** We will handle personal data responsibly and in compliance with applicable data protection laws. We respect individuals' rights to privacy and will ensure the security and confidentiality of their personal information.
10. **Transparency and Accountability:** We are committed to transparency and accountability in our human rights efforts. We will regularly assess the effectiveness of our policies and practices, address any shortcomings, and communicate openly about our progress.

We continuously strive to improve our human rights performance through ongoing monitoring, evaluation, and stakeholder engagement, and we are committed to addressing any human rights issues that may arise promptly and effectively.

Communication

The Policy is available to all Employees including Directors through intranet portal and handbook of HR Manual. Mandatory trainings are conducted for all new Employees as a part of their induction process at the time of their joining. Appropriate disclosures about the Policy are made in the Board's report as well. The Policy is publicly available too, as the human rights principles outlined in it are expected to be followed by all business partners, suppliers and other relevant external parties.

Grievance Mechanism

Our grievance mechanism ensures a safe platform for Human Rights-related concerns. Employees can submit complaints confidentially through designated personnel or our online portal. The Company's Whistleblower Policy ensures that each case will be promptly investigated, with transparency, confidentiality and fairness maintained throughout.

Administration and Review

The Board is responsible for the administration, interpretation, application and review of this Policy. They are also empowered to amend this Policy, as deemed necessary.

Issuing Authority: _____