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| Amber Enterprises India Limited |  amber AMBER GROUP | Human Rights Policy |
| HRP/2023/03 | | Date of Issue: 16 May 2023 |

The Amber Group

Human Rights Policy

*Responsible & Smart Working with Discipline and Integrity
embedded with Strong Management Principles*

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| Document Name | <i>Amber Group Human Rights Policy</i> |
| Preface | Amber respects and supports the dignity, well-being, and human rights of all stakeholders. Amber is committed to developing a culture which inculcates respect and support for Human Rights and seeks to avoid connivance in Human abuses. Amber would ensure conformance to fundamental labor principles including the prohibition of child labor, forced labour, freedom of association and right to collective bargaining and protection from discrimination (based on age, gender, marital status, differently abled, race, national/ regional origin, ancestry, indigenous status, personal beliefs, religion & spiritual practice, political affiliation, sexual orientation and HIV/AIDS) in all its operations by imparting relevant training and aligning the conduct of its associates. |
| Release Date | 16 May, 2023 |
| Issued By | Business Responsibility and Sustainability Committee |
| Approved By | Board of Directors ('BoD') |

1. DEFINITIONS

| Term | Definitions |
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| Amber | Amber Enterprises India Limited |



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| Associates | It includes directors, KMPs, employees, agents, representatives, vendors, contractors and business partners or any other persons/individuals, who may be acting on behalf of the Company. |
| Group Companies | It means all the Subsidiary(ies), Step-down Subsidiary(ies) and Associate(s) companies of Amber. |
| Human Right | <p>The term “Human Rights” includes rights to:</p> <ul style="list-style-type: none"> • Life; • Physical safety; • Own and enjoy property; • Fair and appropriate treatment in the workplace and in society, including protections for children; • Fair treatment in the legal system; • Associate with others for peaceful and lawful purposes; • Practice and enjoy one’s culture, nationality and religion; • Maintain individual thoughts and reasonable expression; • Privacy and familial rights; • And other rights as spelled out in relevant policies and procedures. |
| Unethical | Not morally acceptable |
| Corruption | Corruption is a form of dishonesty or a criminal offense which is undertaken by a person or an organization which is entrusted in a position of authority |

2. OBJECTIVE

Amber Group recognizes the valuable role that business can play in the longer-term protection of human rights. The Group Companies are committed to respecting the human rights of our workforce, communities and those affected by our operations wherever we do business (including our contractors and suppliers) Our commitment entails respecting human rights and seeking to avoid involvement in human rights abuses, identifying, assessing, and minimizing potential adverse impacts through due diligence and management of issues, and resolving grievances from affected stakeholders effectively.

3. SCOPE

This Policy covers all the associates of the Company including Amber’s Group Companies and virtual employees, contractors, value chain partners or any other persons/individuals, who may be acting for and on behalf of the Company.

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4. DIGNITY OF ALL STAKEHOLDERS –

- a. **Community** - Company should consult regularly with local communities in a sensitive and open process. Strive to achieve the free and informed consent of indigenous people to proceed with developments.
- b. **Employees** – Employees need to adhere to Amber Code of Conduct and shall be treated with dignity and in accordance with the Amber policy of maintaining a work environment free of all forms of harassment, whether physical, verbal or psychological.
- c. **Contractors/ suppliers** - Contractors and suppliers are expected to maintain a work environment free of all forms of harassment, whether physical, verbal or psychological. Amber shall ensure that violations within Amber premises are addressed appropriately.

5. THE CONSTRUCT OF HUMAN RIGHTS

Whereas each organisation or entity has a different approach towards Human Rights, in general the construct of Human Rights in Amber shall be around the following elements:

- **PRINCIPLES:** - Respecting the principles of dignity, liberty, equality and brotherhood of all people.
- **RIGHTS AT DIFFERENT LEVELS:** Individual Rights such as the Right to Life and Liberty, Individual Rights towards the Community; Social, Economic and Cultural Rights, etc.
- **DUTIES AND REASONABLE RESTRICTIONS ON RIGHTS AND FREEDOMS:** Each Right or Freedom comes with an attached Duty and Responsibility. It is incumbent on each individual stakeholder to ensure that their Rights and Freedoms are aligned with the Business Needs and Direction of the Organization, and it is understood that there may be reasonable restrictions imposed on the Rights and Freedoms through stated policies and a Governance framework for the organization.

6. EVERY AMBER GROUP COMPANY ENDEAVOURS TO ACHIEVE OUR COMMITMENT

Amber is committed to human rights in the workplace. This commitment includes respecting the dignity and worth of all employees, encouraging all employees to reach their full potential and providing equal opportunities to all employees. In addition, Amber is:

- Maintaining positive legal compliance with applicable constitutional and regulatory human rights requirements and conforming to the Amber Group Sustainable Business Framework;

Amber Enterprises India Limited

CIN : L28910PB1990PLC010265

Corporate Office: Universal Trade Tower, 1st Floor, Sector -49, Sohna Road, Gurgaon -122 018

Regd. Office: C-1, Phase – II, Focal Point, Rajpura Town – 140 401, Punjab

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- Undertaking an iterative, due diligence process, the focus of which is identifying, assessing and managing potential risks and impacts;
- Aligning our existing policies, processes and activities with our commitment to respect human rights, including those that apply to labour practices, engagement with indigenous peoples; land acquisition, supply chain, and security management;
- Promoting awareness of the human rights with employees at various levels of our operations through training and communication;
- Engaging with stakeholders in an inclusive, transparent and culturally appropriate manner on human rights concerns related to our business activities;
- Valuing diversity, equal opportunity, and the need to consider the rights of vulnerable groups such as indigenous peoples, women, migrant workers and other minorities;
- Prohibiting all forms of harmful child labour forced / trafficked labour, discrimination and harassment;
- Prohibiting any contribution to armed conflict or human rights abuses in conflict-affected and high-risk areas.
- Prohibiting interference in any way with the establishment, functioning or administration of workers’ organisations or collective bargaining;
- Respect the right of all workers to form and join a trade union of their choice without fear of intimidation or reprisal, in accordance with national law;
- Providing access to remedy by resolving grievances in a timely and culturally appropriate manner;
- Influencing our contractors, suppliers and other organisations with whom Amber Group has a leverage to adopt our Sustainable Business Framework and to encourage and support the development of equivalent management systems;
- Developing goodwill, creating sustainable employment and stimulating economic opportunities in the communities that host our activities;
- Establishing clear accountability by assigning adequate resources and responsibilities for effective management of human rights risks; and
- Continually improving human rights performance by sharing good practices and learnings, setting, and reviewing targets, and monitoring, reporting and disclosing performance.

7. COMPLIANCE

Any violation of this policy will subject the associate to Administrative disciplinary action or immediate discharge. Any Company associate having knowledge of any violation of the policy shall promptly report such violation to the appropriate level of management.

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8. POLICY STATEMENT

- We uphold ethical standards of integrity and probity in matters of Human Rights Policy.
- We undertake policy through trade and industry chambers and associations, and other similar collective platforms as far as possible.
- We endeavour to ensure that our Human Rights Policy promote fair competition and respect for human rights.

9. POLICY REVIEW AND AMENDMENT

The Business Responsibility and Sustainability Committee shall review and amend the policy from time to time as and when deemed fit and make recommendations on any changes required to the Board for consideration and approval.

We will abide by the principles of the above Policy in letter and in spirit.

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