

Human Rights Policy

Version: 1.0

1. Purpose

Nell Infotech Pvt. Ltd is committed to respecting and promoting human rights in all aspects of its business operations.

As Nell Infotech Pvt. Ltd is engaged in software development and staff augmentation services, we are dedicated to maintaining a workplace that upholds dignity, equality, fairness, and respect for all individuals.

This policy establishes our commitment to protecting human rights in accordance with applicable laws and internationally recognised principles.

2. Scope

This policy applies to:

- All employees
 - Contractual staff
 - Consultants
 - Interns and trainees
 - Vendors, clients, and business partners associated with the organisation
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3. Policy Statement

Nell Infotech Pvt. Ltd is committed to:

- Respecting the dignity and rights of every individual
- Providing equal opportunity and fair treatment
- Maintaining a workplace free from discrimination, harassment, abuse, and exploitation
- Promoting diversity, inclusion, and mutual respect
- Ensuring compliance with applicable labour and employment laws

The organisation does not tolerate any violation of human rights in any form.

4. Key Human Rights Commitments

4.1 Equal Opportunity and Non-Discrimination

Nell Infotech Pvt. Ltd provides equal employment opportunities to all individuals regardless of:

- Gender
- Age
- Religion
- Caste
- Disability
- Marital status
- Nationality
- Ethnicity
- Sexual orientation
- Any other legally protected characteristic

Employment decisions are based solely on merit, qualifications, and business requirements.

4.2 Safe and Healthy Workplace

Nell Infotech Pvt. Ltd is committed to providing a safe, secure, and healthy working environment for all employees by:

- Maintaining appropriate workplace safety standards
 - Promoting employee well-being
 - Preventing workplace hazards
 - Ensuring compliance with applicable health and safety laws
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4.3 Prevention of Harassment

Nell Infotech Pvt. Ltd maintains zero tolerance for:

- Sexual harassment
- Verbal abuse
- Bullying
- Intimidation
- Physical or mental harassment

All employees are expected to treat each other with dignity and respect.

Nell Infotech Pvt. Ltd complies with the requirements of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

4.4 Prohibition of Child Labour and Forced Labour

Nell Infotech Pvt. Ltd strictly prohibits:

- Child labour
- Forced labour
- Bonded labour
- Any form of coercive employment practices

The company complies with applicable labour laws, including the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986.

4.5 Fair Employment Practices

Nell Infotech Pvt. Ltd ensures:

- Fair wages and timely payment
 - Reasonable working hours
 - Lawful employment contracts
 - Transparent employment terms
 - Compliance with statutory obligations
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4.6 Freedom of Expression and Grievance Redressal

Employees have the right to:

- Express concerns respectfully
 - Raise grievances without fear of retaliation
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5. Responsibilities

Management of Nell Infotech Pvt. Ltd are responsible for:

- Promoting a culture of respect and inclusion
- Ensuring compliance with this policy
- Addressing concerns promptly

Employees of Nell Infotech Pvt. Ltd are responsible for:

- Treating others with dignity and respect
 - Reporting any suspected violations
 - Supporting an inclusive workplace culture
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6. Reporting Human Rights Concerns

Employees may report concerns related to human rights violations to:

- HR Department

All complaints will be handled confidentially and investigated fairly.

Retaliation against any individual reporting concerns in good faith is strictly prohibited.

7. Disciplinary Action

Any violation of this policy may result in:

- Disciplinary action
 - Termination of employment or contract
 - Legal action where applicable
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8. Policy Review

This policy shall be reviewed periodically to ensure compliance with legal requirements and organisational values.

9. Approval

Approved By:

Manisha Jadhav

For Nell Infotech Pvt Ltd.

Director[HR & Operations]