

HUMAN RIGHTS POLICY

We, M/s MITCON Consultancy & Engineering Services Limited (MITCON) recognises the valuable role that business can play in the longer term protection of human rights. The Company is committed to respecting rights of our work force/employees. We set out our commitments in our Human Rights Policy & Code of Conduct & our Operating Management System contains requirements & guidance on respecting the rights of Work Force & community members.

We believe that everyone deserves to be treated with fairness, respect & dignity. At MITCON, we strive to go about our business in a responsible way by respecting Human Rights of Work force & every one we come into contact with. Our human Rights policy & Code of Conduct help us ensure we are doing that.

Our commitment entails respecting human rights and seeking to avoid involvement in human rights abuses, assessing and minimizing potential adverse impacts through due diligence & resolving grievances from affected stakeholders effectively.

MITCON and its Group endeavors to achieve our commitment by:

- Maintaining positive legal compliance with applicable constitutional and regulatory human rights requirements.
- Undertaking an iterative, due diligence process, the focus of which is identifying, assessing and managing potential risks and impacts;
- Aligning our existing policies, Methods, processes and activities with our commitment to respect human rights, including those that apply to labour practices, land acquisition, supply chain, and security management;
- Promoting awareness of the human rights among employees at various levels of our operations through training and communication;
- Engaging with stakeholders in transparent and culturally appropriate manner on human rights concerns related to our business activities;
- Prohibiting all forms of harmful child labour, discrimination and harassment;
- Respect the right of all employees to form and join a trade union of their choice without fear of intimidation, in accordance with national law;
- Providing access to remedy by resolving grievances in a timely and culturally appropriate manner;
- Influencing our Customers, suppliers and other organizations with whom MITCON has a leverage to adopt our Sustainable Business Framework and to encourage and support the development of systems;
- Developing goodwill, creating sustainable employment and stimulating economic opportunities in the communities that host our activities;
- Continually improving human rights performance by sharing good practices and learnings, setting and reviewing targets, and monitoring performance.

DISCLOSURE:

This policy shall be disclosed on the Company's website at www.mitconindia.com. Web link thereto shall be provided in the prescribed reports under Companies Act, 2013 or SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015.

AMENDMENTS AND UPDATES:

The Board shall have the power, subject to applicable laws, to amend any of the provisions of this Policy, substitute any of the provisions with a new provision or replace this Policy entirely with a new Policy. The Company Secretary being the Compliance Officer is also authorized to make amendment in this policy, where there are any statutory changes necessitating the amendment in the policy. The Board may also establish further rules and procedures, from time to time, to give effect to the intent of this Policy and further the objective of good corporate governance.

Sd/-
Mr. Anand Chalwade
Managing Director

Policy Adopted on 13th February, 2023