



CMR GREEN TECHNOLOGIES LIMITED

**HUMAN RIGHTS DUE DILIGENCE
HUMAN RIGHTS MITIGATION & REMEDIATION**

Human Rights Due Diligence-

In line with the Human Rights Policy, CMR is committed to ensure and assure compliance with the Human Rights Framework as defined by UNHRC, for itself and its business associates. This compliance will be tested through an online survey and declaration by the concerned parties. The survey will be based on inquiry about any practices which may adversely affect the following:

- Working Conditions
- Labour Rights
- Right to Privacy
- Health, Safety and Well-being
- Fair Remuneration
- Freedom of Speech
- Workplace Discrimination & Harassment
- Learning & Development
- Diversity & Inclusion

Human Rights Mitigation & Remediation-

Human Rights compliance is a matter where the organization has to constantly identify risk factors which could compromise the quality or quantity of these rights. Hence, CMR has carried out a Risk Study to the most commonly occurring Human Rights abuses in the geographies that we operate in, and formed mitigation plans to address these risks comprehensively:

a. Prohibition of Child Labour:

Risk: Employment of Child Labour

Relevance: It is an offence under various laws like the Child Labour (Prohibition and Regulation) Act, 1986.

Mitigation: Any worker is allowed entry into the premises only after checking the age/date of birth and government issued biometric ID (Aadhar Card) to ensure that nobody below the age of 18/minor is employed in the organization directly or through any contractor engaged to work within the premises. The company has deployed suitable software to ensure a 100% compliance to this requirement.

b. Prohibition of Forced Labour:

Risk: Employment of Forced Labour

Relevance: It is an offence under various laws like The Bonded Labour System (Abolition) Act, 1976.

Mitigation: The systems at CMR make it mandatory that all payments for Third Party employees should be necessarily transferred electronically to individual bank accounts only. CMR also proscribes any kind of service bond for its employees.

c. Workplace Discrimination & Harassment:

Risk: Sexual Harassment at Workplace

Relevance: It is an offence under various laws like Protection of Women from Sexual Harassment Act, 2013.

Mitigation: We have formed an internal complaints committee as required under the provisions of POSH Act, 2013, and the contact numbers of the committee have been informed to all and have also been displayed prominently at our establishments so that they can be easily accessible to any aggrieved person. We also conduct awareness sessions for all employees and associates. We also include non-discrimination as a part of Our Code of Conduct.