



## A. Purpose & Scope:

At Cooper Corporation Pvt. Ltd., we are committed to upholding and promoting human rights as outlined in the Universal Declaration of Human Rights (UDHR) and aligned with the principles of the United Nations Global Compact (UNGC). This Human Rights Policy outlines our commitment to respect and advance human rights within our operations, supply chain, and communities where we operate.

### 1. Respect for Human Rights:

We respect and uphold the fundamental human rights of all individuals, including our employees, contractors, customers, and community members. We are committed to conducting our business in a manner that promotes and protects human rights, irrespective of race, color, religion, gender, sexual orientation, age, disability, national origin, or any other protected characteristic.

### 2. Labor and Employment Rights:

We promote and uphold the principles of fair and equal employment opportunities, non-discrimination, and freedom of association. We respect the rights of workers to join trade unions and engage in collective bargaining. We provide fair and competitive wages, safe working conditions, and access to training and development opportunities for our employees.

### 3. Human trafficking, Child Labor and Forced Labor:

We condemn human trafficking as an inhumane act and crime towards humanity. We strictly prohibit the use of child labor and forced labor in all our operations and supply chain. We comply with applicable laws and regulations concerning the minimum age for employment. We conduct due diligence to identify and address any risks of human trafficking, child labor or forced labor within our supply chain, and we collaborate with suppliers to ensure adherence to these principles.

### 4. Health and Safety:

We prioritize the health and safety of our employees, contractors, and visitors. We provide a safe and healthy work environment, free from hazards and risks. We comply with applicable health and safety laws and regulations, implement proactive measures to prevent accidents and injuries, and provide necessary training and protective equipment to ensure the well-being of our workforce.

### 5. Supply Chain Responsibility:

We expect our suppliers and business partners to share our commitment to human rights and adhere to the principles outlined in this policy. We conduct due diligence to identify and address human rights risks within our supply chain, promote responsible sourcing practices, and collaborate with suppliers to improve social and environmental conditions.



## 6. Non-Discrimination and Equal Opportunities:

We are dedicated to fostering an inclusive and diverse work environment, free from discrimination and harassment. We provide equal opportunities for employment, career development, and advancement, regardless of any protected characteristic. We promote a culture of respect, fairness, and inclusivity, where every individual is treated with dignity and respect.

## 7. Community Engagement:

We actively engage with the communities in which we operate, respecting their cultural traditions, customs, and human rights. We seek to understand community needs, concerns, and aspirations, and strive to contribute positively to their well-being and development. We respect the rights of indigenous peoples, protect their cultural heritage, and seek their free, prior, and informed consent when engaging with their territories or resources.

## 8. Respect for Freedom of Association and Collective Bargaining:

We respect the rights of our employees to freedom of association, including the right to join or form trade unions and engage in collective bargaining. We will not interfere with these rights and will maintain open channels of communication with employee representatives. We will engage in good-faith negotiations and work towards mutually beneficial agreements.

## 9. Employee Representation and Participation:

We encourage employee representation and participation in decision-making processes. We will establish mechanisms, such as employee representative bodies, works councils, or similar structures, to facilitate dialogue and collaboration. We will provide opportunities for employees to voice their concerns, provide input, and contribute to discussions on matters that affect their working conditions, rights, and welfare.

## 10. Communication and Information Sharing:

We are committed to open and transparent communication with our employees and stakeholders. We will provide timely and accurate information regarding company policies, objectives, performance, and changes that may impact employees. We will ensure that communication channels are accessible, allowing for two-way communication and feedback.

## 11. Conflict Resolution and Dispute Settlement:

We will establish procedures and mechanisms for resolving conflicts and disputes in a fair, impartial, and timely manner. We will encourage open dialogue and mediation as the preferred approach for conflict resolution. In cases where resolution is not reached through dialogue, we will follow applicable laws and regulations to address disputes, including access to independent grievance mechanisms.

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## 12. Human Rights Due Diligence:

We conduct human rights due diligence to identify, prevent, and mitigate potential adverse human rights impacts arising from our operations and business relationships. We assess the human rights risks and impacts of our activities and take appropriate measures to address them. We engage with relevant stakeholders and seek their input to inform our decision-making processes.

## 13. Reporting and Transparency:

We are committed to transparency and accountability in our human rights practices. We will regularly communicate our progress, challenges, and initiatives related to human rights through public reporting channels. We will ensure that our reporting aligns with the UNGC principles and other applicable frameworks to enhance transparency and build trust with our stakeholders.

## 14. Continuous Improvement:

We are dedicated to continuous improvement in our human rights performance. We will regularly review and update our policies, practices, and procedures to ensure they remain aligned with the UNGC principles and evolving best practices. We will engage with employees, stakeholders, and experts to enhance our understanding of human rights issues and develop effective strategies for their promotion and protection.

## Review and Update:

We will periodically review and update our Human Rights Policy to reflect changes in laws, regulations, and societal expectations. We will engage with employees, stakeholders, and human rights experts to ensure that our practices remain effective, relevant, and aligned with the principles of the UDHR and UNGC.

## B. Contact Information:

For questions or comments about this policy, contact Chief Human Resources Officer (CHRO)

## C. Created / Approved By:

**Signed,****Nitin Deshpande****Chief Human Resources Officer (CHRO)****Date: 14-July-2023**

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## ❁ DOCUMENT REVISION HISTORY DETAILS:

Sr No	New Rev. No / Date	Reason for change	Brief details of change	Issue to	Issued By	Approved By
01	00/ 14.07.2023	New released	Global ECOVADIS requirement	Issue all user department – Portal / Website, all suppliers, all employees etc	AGM	NPD