

Solon India Private Limited



Human Rights Policy

November 2023



P. Hettl

Table of Contents

1. Introduction.....	3
1.1 Background and Purpose	3
1.2 Commitment to Human Rights.....	3
1.3 Applicability and Scope	3
1.4 Legal and Regulatory Framework	3
2. Policy Statement.....	4
2.1 Core Principles.....	4
2.2 Non-Discrimination	4
2.3 Equal Opportunity	4
2.4 Fair Employment Practices	4
2.5 Freedom of Association.....	4
2.6 Working Hours and Overtime.....	5
2.7 Child Labour	5
2.8 Forced Labor and Human Trafficking.....	5
2.9 Compensation and Benefits	5
2.10 Health and Safety	5
3. Employee Rights and Responsibilities	6
3.1 Code of Conduct.....	6
3.2 Anti-Harassment and Anti-Discrimination	6
3.3 Grievance Mechanisms	6
3.4 Confidentiality	6
3.5 Whistleblower Protection	6
3.6 Training and Awareness	7
4. Supply Chain and Business Partners.....	7
4.1 Supplier Selection Criteria	7
4.2 Human Rights Due Diligence	7
4.3 Third-Party Contracts	7
4.4 Collaborative Initiatives	7
5. Community Engagement.....	8
5.1 Local Community Impact Assessments	8
5.2 Stakeholder Engagement	8
5.3 Cultural Sensitivity and Respect	8

5.4 Social Investment and Development.....	8
6. Monitoring and Reporting.....	8
6.1 Key Performance Indicators (KPIs)	8
6.2 Data Collection and Reporting Processes.....	9
6.3 Continuous Improvement	9

1. Introduction

1.1 Background and Purpose

At Solon India Private Limited, we recognize that our operations have far-reaching impacts on the global community, and we are committed to conducting our business responsibly and ethically. This Human Rights Policy serves as a foundational document that outlines our principles, values, and commitments to safeguarding and promoting human rights across all aspects of our operations. As a leading solar Engineering, Procurement, and Construction (EPC) company, we acknowledge the unique role we play in advancing sustainable development and are dedicated to ensuring that our activities contribute positively to society, respecting the rights and dignity of individuals.

1.2 Commitment to Human Rights

Our commitment to human rights is unwavering. We believe in fostering a work environment and business practices that uphold the fundamental principles of dignity, equality, and non-discrimination. This commitment extends beyond our immediate workforce to include our supply chain, local communities, and other stakeholders affected by our operations. By integrating human rights considerations into our decision-making processes, we aim to create a positive impact on the lives of individuals and communities, aligning our business objectives with the broader goals of social responsibility and sustainability.

1.3 Applicability and Scope

This Human Rights Policy applies to all employees, contractors, suppliers, and stakeholders associated with Solon India Private Limited. Regardless of their role or location, every individual connected to our operations is expected to adhere to the principles outlined in this policy. Our commitment to human rights is not limited by geographical boundaries or cultural differences. We acknowledge the diversity of the regions in which we operate and strive to implement measures that respect and accommodate the unique human rights considerations of each community. This policy governs our actions at every stage of the project life cycle, from inception and design to construction, operation, and eventual decommissioning.

1.4 Legal and Regulatory Framework

We are dedicated to complying with all applicable laws and regulations related to human rights in the countries where we operate. Beyond mere compliance, we strive to exceed legal

requirements by adopting best practices and international standards that promote human rights. This includes adherence to conventions such as the United Nations Guiding Principles on Business and Human Rights. By establishing a framework that aligns with global standards, we aim to proactively address potential human rights risks and contribute to the development of a socially responsible and sustainable solar energy sector. Our commitment to the legal and regulatory framework is dynamic, with regular reviews and updates to ensure ongoing compliance with emerging standards and expectations.

2. Policy Statement

2.1 Core Principles

Solon India Private Limited is guided by a set of core principles that form the foundation of our commitment to human rights. These principles include respect for human dignity, equality, transparency, and accountability. We recognize the interconnectedness of human rights and sustainable development, and these core principles guide our decision-making processes at every level of our organization. By upholding these values, we aim to create a positive and inclusive workplace culture and contribute to the well-being of the communities in which we operate.

2.2 Non-Discrimination

We are dedicated to fostering an environment free from discrimination of any kind. We value diversity and believe in treating every individual with respect and dignity, irrespective of their race, colour, gender, religion, sexual orientation, disability, or any other characteristic. Discrimination has no place in our workplace, and we are committed to providing equal opportunities and fair treatment to all employees, contractors, and stakeholders.

2.3 Equal Opportunity

We are committed to providing equal opportunities for all individuals. We recognize that a diverse and inclusive workforce is essential for innovation and success. Our recruitment, training, and advancement practices are designed to ensure that individuals are selected, promoted, and rewarded based on their skills, qualifications, and performance. We actively seek to eliminate barriers that may hinder equal access to opportunities and strive to create a workplace where everyone has the chance to reach their full potential.

2.4 Fair Employment Practices

Fair employment practices are integral to our commitment to human rights. We ensure that our hiring, promotion, and termination decisions are based on merit and job-related criteria. We prohibit unfair treatment, nepotism, and any form of favouritism within our organization. Additionally, we are committed to providing fair and competitive wages, benefits, and working conditions that align with industry standards and local regulations.

2.5 Freedom of Association

We respect the rights of our employees to associate freely, organize, and bargain collectively. We recognize the importance of open communication and constructive dialogue between

management and employees. We support the right of employees to join or refrain from joining labour unions, and we commit to engaging in good faith negotiations to address workplace concerns and improve working conditions.

2.6 Working Hours and Overtime

We are dedicated to ensuring that working hours comply with applicable laws and industry standards. We believe in promoting a healthy work-life balance for our employees. Overtime is voluntary, and we provide appropriate compensation and rest periods for employees who choose to work additional hours. We actively monitor working hours to prevent excessive overtime and to safeguard the well-being of our workforce.

2.7 Child Labour

We strictly prohibit the use of child labour in any aspect of our operations. We adhere to international conventions and local laws related to the minimum age of employment. We conduct thorough due diligence to ensure that our supply chain is free from child labour, and we actively support initiatives aimed at eliminating child labour globally.

2.8 Forced Labor and Human Trafficking

Forced labour has no place in Solon India Private Limited's operations. We unequivocally prohibit the use of any form of forced or compulsory labour, including bonded labour and human trafficking. We conduct regular assessments of our supply chain to identify and address any potential risks related to forced labour. Our commitment extends to eradicating modern slavery and promoting fair labour practices throughout our value chain.

2.9 Compensation and Benefits

We are committed to providing fair and competitive compensation and benefits to our employees. We ensure that wages and benefits meet or exceed legal requirements and industry standards. Our compensation policies are transparent, and we strive to create a workplace where employees are recognized and rewarded for their contributions. Additionally, we promote access to social protection measures and contribute to the well-being of our employees and their families.

2.10 Health and Safety

The health and safety of our employees are paramount. We are committed to providing a safe and healthy working environment, free from hazards and risks. We adhere to applicable health and safety laws and regulations, and we continuously assess and improve our safety practices. Employees are provided with the necessary training, equipment, and support to perform their duties safely. We encourage a culture of responsibility and accountability for health and safety at all levels of the organization.

3. Employee Rights and Responsibilities

3.1 Code of Conduct

Solon India Private Limited expects all employees to adhere to a high standard of ethical behaviour and professionalism outlined in our Code of Conduct. This comprehensive document serves as a guide to acceptable behaviour, covering areas such as honesty, integrity, conflicts of interest, and responsible business practices. By following the Code of Conduct, employees contribute to creating a positive work environment and upholding the company's commitment to human rights and ethical business practices.

3.2 Anti-Harassment and Anti-Discrimination

Our commitment to providing a workplace free from discrimination and harassment is non-negotiable. We prohibit any form of harassment or discrimination based on race, gender, age, sexual orientation, religion, or any other protected characteristic. We expect all employees to treat each other with respect and to report any incidents of harassment or discrimination. The company is committed to promptly investigating and addressing such complaints, ensuring a safe and inclusive work environment for everyone.

3.3 Grievance Mechanisms

Employees have the right to voice concerns or grievances without fear of retaliation. We maintain accessible and effective grievance mechanisms to address workplace issues promptly and fairly. These mechanisms provide channels for employees to report concerns related to human rights, workplace conditions, or any other matters affecting their well-being. We are committed to transparently addressing grievances, promoting open communication, and fostering a culture of continuous improvement.

3.4 Confidentiality

Respecting the confidentiality of sensitive information is a fundamental responsibility of every employee. This includes safeguarding personal data, proprietary business information, and any information related to human rights investigations or grievances. Employees are expected to exercise discretion and protect the privacy of their colleagues and the company. Breaches of confidentiality may result in disciplinary action, as maintaining trust and integrity is vital to our commitment to human rights.

3.5 Whistleblower Protection

We are committed to creating an environment where employees feel safe reporting any violations of laws, regulations, or company policies, including those related to human rights. We have established whistleblower protection mechanisms to ensure that employees can report concerns without fear of retaliation. The company guarantees confidentiality for whistleblowers and prohibits any form of adverse action against those who report in good faith. We actively encourage employees to come forward with information that may help maintain our commitment to ethical conduct and human rights.

3.6 Training and Awareness

To foster a culture of respect for human rights, we provide regular training and awareness programs for employees at all levels. These programs cover topics such as diversity and inclusion, non-discrimination, anti-harassment, and the company's commitment to ethical business practices. Training initiatives aim to equip employees with the knowledge and skills to identify and address human rights issues effectively. By promoting awareness and understanding, we empower our workforce to actively contribute to a workplace that upholds the highest standards of human rights and ethical behaviour.

4. Supply Chain and Business Partners

4.1 Supplier Selection Criteria

Solon India Private Limited recognizes the critical role of suppliers in our commitment to human rights. Our supplier selection process incorporates rigorous criteria that extend beyond traditional considerations such as cost and quality. We evaluate potential suppliers based on their commitment to ethical business practices, environmental sustainability, and respect for human rights. By aligning with suppliers who share our commitment to human rights, we aim to create a sustainable and responsible supply chain.

4.2 Human Rights Due Diligence

We are committed to conducting human rights due diligence across our entire supply chain. This process involves assessing and addressing the potential human rights impacts of our business activities. We proactively identify, prevent, and mitigate adverse human rights impacts, both within our direct operations and throughout our supply chain.

4.3 Third-Party Contracts

When engaging with third parties, including contractors, consultants, and other business partners, we include specific provisions that reinforce our commitment to human rights. These provisions outline expectations regarding non-discrimination, fair labour practices, and adherence to applicable laws and regulations. We hold our business partners accountable for upholding the same high standards of human rights that we expect within our own organization.

4.4 Collaborative Initiatives

We actively seek collaborative initiatives with suppliers, industry peers, and stakeholders to address common challenges and promote human rights throughout the solar energy sector. We believe in the power of collective action to drive positive change. By participating in industry collaborations, partnerships, and initiatives, we contribute to the development of shared standards and best practices that elevate human rights considerations within our industry. We encourage open dialogue and knowledge-sharing to create a collective impact that extends beyond our individual operations, fostering a culture of responsibility and accountability within the broader business community.

5. Community Engagement

5.1 Local Community Impact Assessments

SOLON India Private Limited recognizes the importance of understanding and mitigating the potential impacts of our operations on local communities. By engaging with local residents, community leaders, and relevant stakeholders, we gain insights that inform our project planning and decision-making processes. We are committed to minimizing any negative impacts and maximizing positive contributions to the well-being of local communities.

5.2 Stakeholder Engagement

Engaging with stakeholders is integral to our commitment to human rights and responsible business practices. We actively seek the input and feedback of stakeholders, including local communities, indigenous groups, non-governmental organizations, and governmental bodies. Our stakeholder engagement processes are inclusive, transparent, and aim to foster meaningful dialogue. By involving stakeholders in decision-making, we ensure that their perspectives are considered, and we work collaboratively to address concerns and optimize the positive impact of our projects on the broader community.

5.3 Cultural Sensitivity and Respect

Respecting and preserving the cultural heritage of local communities is a fundamental aspect of our community engagement strategy. We are committed to cultural sensitivity and respect in all our interactions. We take measures to understand and appreciate the cultural diversity of the regions in which we operate. This includes incorporating cultural considerations into project planning, and implementing measures to protect and preserve cultural sites. We believe that cultural sensitivity enhances the positive contribution of our projects to the overall well-being and identity of local communities.

5.4 Social Investment and Development

We view social investment and community development as integral components of our business strategy. We proactively seek opportunities to contribute to the social and economic development of the communities in which we operate. This includes initiatives such as skills development programs, education and healthcare support. By investing in the social fabric of local communities, we aim to create lasting positive impacts that extend beyond the project lifecycle. We collaborate with local stakeholders to identify priorities and implement initiatives that align with the needs and aspirations of the community, fostering sustainable development and improved quality of life.

6. Monitoring and Reporting

6.1 Key Performance Indicators (KPIs)

SOLON India Private Limited is in the process of creating Key Performance Indicators (KPIs) as essential metrics to assess and track our progress in upholding human rights and environmental sustainability. These KPIs are aligned with our policy objectives to ensure relevance and

effectiveness. By establishing clear and measurable indicators, we aim to transparently communicate our performance to stakeholders, including employees, investors, and the communities where we operate. These KPIs will serve as benchmarks for continuous improvement, guiding our efforts to meet and exceed our human rights and environmental goals.

6.2 Data Collection and Reporting Processes

Data collection and reporting processes are integral to our commitment to transparency and accountability. We implement robust systems for collecting, analysing, and reporting data related to our human rights and environmental performance. Through transparent reporting, we aim to foster trust and demonstrate our commitment to responsible business practices.

6.3 Continuous Improvement

We are dedicated to a culture of continuous improvement in all aspects of our business. We recognize that our commitment to human rights and environmental sustainability requires ongoing efforts to adapt to evolving challenges and standards. Regular reviews of our policies, procedures, and performance outcomes guide our continuous improvement initiatives. Feedback from employees, stakeholders, and external experts is actively sought and valued. Through a proactive approach to addressing challenges and embracing emerging best practices, we aim to stay at the forefront of ethical business conduct and contribute positively to the advancement of human rights and environmental stewardship within our industry.



P. H. [Signature]

