



# Human Rights Policy

CEAT believes that our people are our most important asset and that we have a responsibility to respect human rights by playing an affirmative role in the communities we operate. We are committed to providing a platform where fundamental rights of all the stakeholders are protected while engaging with our employees, business partners and suppliers.

**Through this guideline we endeavor to respect basic human rights by following the below principles::**

- Fostering awareness of the human rights within the organization through communication and training;
- Providing equal opportunities based on meritocracy to all its employees and all qualified applicants for employment;
- Respecting diversity by treating with dignity and without any discrimination based on gender, caste, class, religion, ethnic origin, sexual orientation etc.;
- Maintaining a work environment that enables employees to work without fear of prejudice, gender bias and sexual harassment;
- Committing to creating a safe and healthy working environment by considering evolving industry practices and societal standards of care, thus preventing workplace injuries and ill health;
- Avoiding any kind of interference in the administration or operation of the workers' organizations
- Adhering to applicable laws and principles including collective bargaining;
- Bringing in certain standards to prevent the exploitation of services, technologies and data;
- Safeguarding the integrity and confidentiality of data and in no circumstance transferring it to any outside person/party';
- Resolving grievances by providing solutions in a timely and customarily appropriate manner;

