

## HUMAN RIGHTS POLICY

### **Objective:**

At Aavas humility being our core cultural proposition, we believe in respect and dignity of all our employees. The objective of the policy is to exhibit our commitment for respecting human rights of our employees and provide a broad framework, which ensure that all employees are treated with dignity and respect. This policy also provides an overview of expectations from our employees to adhere to the policy by respecting human rights in their day-to-day business operations and refrain any involvement in human rights abuses.

### **Applicability:**

This policy is applicable to all the employees working with Aavas Financiers Limited. We also encourage and place substantial value on working with our stakeholders, channel partners and vendors who support and share our commitment to human rights.

### **General Guidelines:**

We endeavor to achieve our commitment to human rights and adherence to the policy by:

#### **1. Adherence to Labour Laws:**

- We ensure that our policies, process and practices are aligned to applicable labour laws and regulations.
- Ensuring compliance with laws related to wages, working hours, leave, holiday and other benefits.
- Committed to protect the data privacy of the employee and vendors. We do not disclose the confidential data of our employees and stakeholders without their consent unless required by law to do so.

#### **2. Continuous Engagement and Human right Awareness:**

- Creating awareness of the human rights amongst our employees through continuous engagement and communication.
- Developing a culture where transparent and open communications are valued by all employees.
- Doing regular connect with our employees to obtain honest feedback from our employees for continuous improvement in policy and process of the organization.

#### **3. Employee Health and Safety:**

- We are committed to provide healthy and safe working environment to all our employees.
- Ensuring that all parameters of health and safety are complied at our workplaces, and we take sufficient measures to avoid any workplace hazards.
- Encouraging our employees to adopt healthy lifestyle by creating awareness through communication and different programs.

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### 4. Prohibition of Child and Forced Labour:

- In line to our vow to respect human rights and create good labour practices we do not employ any person below eighteen years of age.
- Child labour and Forced labour is strictly prohibited at all offices and branches of Aavas Financiers Limited.

### 5. Equal Opportunity, Diversity & Inclusion at Workplace:

- Aavas is an equal opportunity employer, and we are committed to provide all employment, development, and promotion opportunities with no discrimination on grounds of age, color, disability, marital status, nationality, race, religion, gender, or sexual orientation. They are purely based on merit, performance, and potential of the employees and in sync with our business requirements.
- We operate at different geographies across India which exhibit our commitment to workforce diversity. Also, we firmly believe in empowering differently abled people and creating Aavas an inclusive workplace.

### 6. Freedom Of Association:

- At Aavas we believe in freedom of association of our employees and collective bargaining.
- We respect employee's right to join, form or not join organization of their own will.
- Aavas is a part of Housing finance industry, which usually has less labour unions compared to manufacturing industry. We as an organization has always believed in employee welfare and taking employee feedback for process improvement. Company is committed to bargaining in good faith with representatives.

### Grievance Redressal Mechanism:

- The above guidelines are implemented in spirit at Aavas by their references in related policies and all employees are required to adhere the same. In case of any concerns or issues are observed by any employee related to human right, same should be raised as per the grievance redressal mechanism of the company. We are committed to resolve the same and take proper corrective action as per organization policy.
- Other than this we have also formed Vishakha Committee to address any grievance related sexual harassment and there is Internal Complaint Committee to address any misconduct incident as and when reported.

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