

HUMAN RIGHTS POLICY

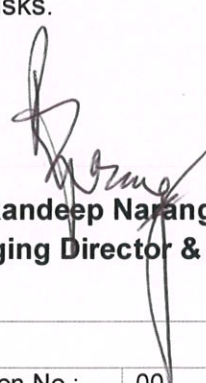


Our commitment entails respecting human rights and seeking to avoid involvement in human rights abuses, identifying, assessing and minimizing potential adverse impacts through due diligence and management of issues and resolving grievances from affected stakeholders effectively.

➤ **Transrail Lighting Limited endeavours to achieve our commitment by:**

- Maintaining positive legal compliance with applicable constitutional and regulatory human rights requirements.
- Undertaking an iterative, due diligence process, the focus of which is identifying, assessing and managing potential risks and impacts.
- Aligning our existing policies, processes, and activities with our commitment to respect human rights, including those that apply to labour practices, engagement with indigenous peoples, land acquisition, supply chain and security management.
- Prohibiting all forms of child / forced / bonded / trafficked labour, discrimination of any type and harassment.
- Prohibiting any contribution to armed conflict or human rights abuses in conflict-affected and high-risk areas.
- Prohibiting interference in any way with the establishment, functioning or administration of workers, organizations or collective bargaining.
- Developing goodwill, creating sustainable employment and stimulating economic opportunities in the communities that host our activities.
- Establishing clear accountability by assigning adequate resources and responsibilities for effective management of human rights risks.

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Randeep Narang
Managing Director & CEO

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