

HUMAN RIGHTS POLICY

Gallant Jewelry has the responsibility to respect human rights refers to internationally recognized human rights – understood, at a minimum, as those expressed in the International Bill of Human Rights and the principles concerning fundamental rights set out in the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work.

Gallant Jewelry is committed to

- a) We are not supporting human trafficking in any form & if found any matter in this concern, immediately informed to the nearest police station.
- b) We strictly against the forced labour in our organization; people can move from our organization on their choice. We are not taking bond or original papers from our employees, only photo copy of the original is taken for personnel file purpose.
- c) We are providing good & healthy working conditions including cleanliness at workplace, cleanliness at toilets, good potable water, safety at machines etc.
- d) We are not taking bond from any employees, to reserve their right to choose any job anywhere.
- e) We are providing more than living or minimum wages to our workers for maintain their good life style.
- f) Seek to prevent or mitigate adverse human rights impacts that are directly linked to our operations, products or services by our business relationships, even if they have not contributed to those impacts.
- g) We are protecting discrimination in our organization in any form.
- h) We are supporting the right of freedom of association so workers can choose their own representative through democratic manner & formed Works Committee, this committee represent worker’s problems & giving suggestions before management.
- i) We are avoid causing or contributing to adverse human rights impacts through our own activities, and address such impacts when they occur;
- j) We are carried our Human Right Due Diligence once in a year to identify our performance & progress regarding Human Rights Practices.

Company C.E.O. Mr. Sachin Jain shall be responsible for implementing and reviewing this procedure. Human Right violation related concerns can be raised by interested parties via email to: sachinjain10@gmail.com or **Mobile No. 9314502446**

We expect from our suppliers, customers & all stakeholders that they should also follow above UNGP requirements.



Issued on dated: - **03/04/2023**

By Order from Management