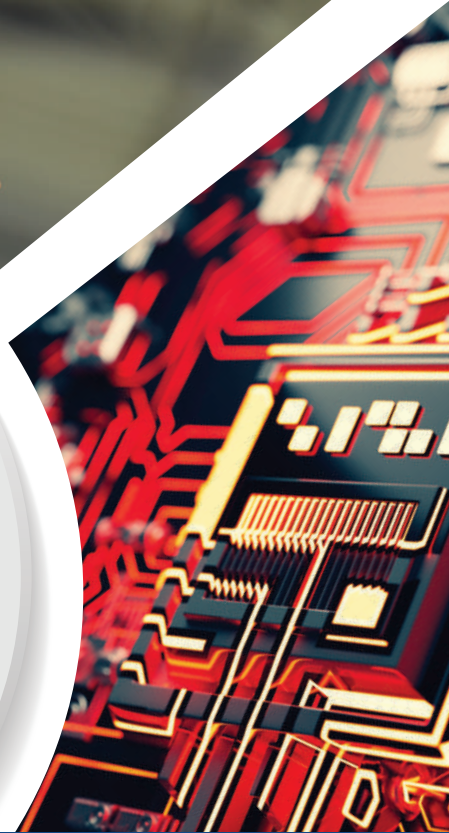




# Human Rights Policy

Connecting Possibilities

## Introduction

Harnex Systems Pvt. Ltd. is committed to upholding and protecting the fundamental human rights of all individuals, regardless of their race, religion, nationality, gender, sexual orientation, disability or any other characteristic. We believe in the inherent dignity and worth of every person and are dedicated to promoting and defending human rights as outlined in international law and standards.

## Our Commitment

At Harnex Systems Pvt Ltd, we commit to



### Respect for Human Rights

We respect and recognize the universal nature of human rights, including but not limited to civil, political, economic, social and cultural rights.



### Non Discrimination

We will not discriminate against any person on the basis of race, colour, religion, gender, sexual orientation, national origin, disability or any other characteristic protected by applicable law.



### Freedom and Security

We support and defend the right to freedom of thought, expression, assembly and association. We will also take all necessary measures to ensure the safety and security of individuals associated with our organization.



### Equality and Equity

We are dedicated to promoting equality and equity among all individuals, ensuring that everyone has equal access to opportunities and resources.



### Accountability

We will hold ourselves accountable for any human rights violations that occur within our sphere of influence and take appropriate actions to remedy such violations.



### Education and Awareness

We will actively promote awareness and understanding of human rights principles among our employees, partners and stakeholders.

## Implementation

Harnex Systems Pvt Ltd will integrate these human rights principles into our policies, procedures, and decision-making processes. We will regularly review and update our human rights commitments to ensure they remain aligned with international standards and evolving societal needs.

## Reporting Mechanisms

We encourage individuals who believe their human rights have been violated within the scope of our activities to report such incidents to HR Manager.

Harnex Systems Pvt Ltd is unwavering in its dedication to protecting and promoting human rights. We believe that by upholding these principles, we contribute to a more just, equitable, and inclusive world for all.

