



CODE OF HUMAN RIGHTS

REF : CEV/Policy/CHR

ISSUE : A/02.01.2024

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1.0 INTRODUCTION:

CEV Engineering Pvt Ltd (referred as “CEV”) supports the protection and elevation of human rights and is guided by fundamental principles of human rights, such as those enumerated in the United Nations Universal Declaration of Human Rights and the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work (“ILO Declaration”).

CEV supports the United Nations Guiding Principles on Business and Human Rights (“UN Guiding Principles”) including the corporate responsibility to respect human rights. Our support for these fundamental principles is reflected in this Code of Human Rights (hereafter referred as “Code”) and actions towards our employees, vendors, clients, communities and where we are doing our business.

2.0 PURPOSE OF THE CODE:

This Code defines and explains how the CEV promotes human rights and implements the ILO Core Labor Conventions in its business activities. This code reaffirms and clarifies the CEV’s commitments to respecting human rights, maintain and improving systems and processes to avoid complicity in human right violations. This code is intended to succinctly express CEV’s commitment to do business with ethical values and embrace practices that supports environment, human rights, labor laws and working conditions.

3.0 SCOPE OF APPLICABILITY:

This Code shall be applicable to all business units. Its key focus is on aspects that are of relevance to the company and business partners.

4.0 PROMOTING HUMAN RIGHTS AND WORKING CONDITIONS

The following sections outline the key points in order to respect human rights and ensure favorable conditions of work.

4.1 No Child Labour & Young Workers:

CEV will not employ children below the minimum age for employment according to applicable regional law, in any case not under the age of 15. Furthermore, CEV shall ensure that persons under the age of 18 do not perform any duties or undertake any hazardous work that could jeopardize their health or safety, including night shifts and overtime. “Child labor” means any work by a child or young person, unless it is considered acceptable under the ILO Minimum Age Convention 1973 (C138).

CEV is against all forms of exploitation of children. The company does not provide employment to children before they have reached the legal age to have completed their compulsory education, as defined by the relevant authorities. It is the responsibility of local Human Resource Department to implement and ensure compliance at CEV’s operations.



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4.2 No Forced labour

CEV does not tolerate any form of forced labor, including debt bondage, indentured labor or involuntary prison, nor any involvement in human trafficking in its business activities. This includes transporting, recruiting, transferring, or receiving persons by means of threat, force, coercion, abduction or fraud for labor or services.

Personnel shall have right to leave the workplace premises after completing the standard workday, and free to terminate their employment if they give reasonably notice to their employer. This in in compliance with Indian Bonded Labour System (Abolition) Act, 1976 and the Contract Labour (Regulation & Abolition) Act, 1970.

CEV will engage with suppliers to eradicate modern slavery, forced labor and human trafficking in its supply chain.

4.3 Prohibition of Human Trafficking related Activities

CEV adheres to the UK Modern Slavery Act of 2015, and where applicable, to the regulations established under FAR 52.222-50. CEV is committed to a work environment that is free from human trafficking and slavery, which for purposes of this code. CEV will not tolerate or condone human trafficking or slavery in any business unit of our organization.

CEV employees, contractors, subcontractors, vendors, suppliers and partners must avoid complicity in any practice that constitutes trafficking in persons or slavery.

4.4 Social Dialogue - Freedom of Association and Collective Bargaining

CEV has a culture of trusting, constructive collaborations with applicable employee representatives. Even on controversial issues, it aims to maintain stable collaborations with representative bodies for its own interests as well as for the good of its employees. Employees are neither shown preference nor disadvantaged for either belonging or choosing not to belong to a trade union or employee representative body.

CEV respect employees' rights to form, join or not join a labour union, or other organization of their choice, and to bargain collectively in support of their mutual interests without fear of punitive actions such as intimidation, harassment or termination of employment.

4.5 Working Condition, Wages & Benefits

CEV adhere to all applicable laws or standards, whichever may be more stringent, relating to wages, working hours, overtime, and benefits. Employees are not required to work more than 60 hours a week, including overtime, on a regular basis (or more than the limits on regular hours and overtime allowed by local laws and regulations).



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CEV ensure that all employees have the right to sick leave and annual holiday, as well as parental leave for employees who have to care for a newborn as provided by applicable legislation.

Furthermore, compensation paid to workers shall comply with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits. Wages for overtime must be paid in legal tender on a regular basis. Wage deductions as a disciplinary measure must not be permitted unless provided for by national law.

Employees shall not be required to pay employers' or agents' recruitment fees or other related fees for their employment. If any such fees have been paid by workers, such fees shall be repaid to the worker.

4.6 Health & Safety.

CEV consistently complies with applicable Health, Safety and Environment (HSE) regulations as well as customer, community, and other requirements. CEV furthermore commits to continual improvement of its operations, progressively reducing the potential HSE impact of its activities, by focusing on the health, safety and productivity of employees and processes, efficient use of natural resources, and prevention of pollution. Employees are encouraged to highlight concerns or health/security hazards to the management.

4.7 Anti - Harassment

CEV does not tolerate any acts of sexual harassment or other forms of discrimination or harsh treatment. CEV treats all employees with respect and provides a work environment free from all forms of harassment, whether physical, verbal or psychological. This includes Behaviour/action directed towards third parties during the course of conducting CEV's business. Employees have the right to freedom of opinion and expression.

4.8 Equal Employment, Diversity, Inclusion & Non - Discrimination

CEV ensures equal opportunity for all without discrimination or harassment based on sex, race, age, color, disability, ethnic or national origin, sexual orientation, religion, social or marital status, or other status protected by applicable law. CEV respects employee's and business partners' freedom of thought, conscience and religion. It is CEV's constant endeavour to ensure there is no discrimination in respect of employment and occupation. Wages, hours of work and social benefits, are based on local laws and regulations as well as prevailing market standards and practices.

4.9 Ethical Recruiting

The basis for recruitment, hiring, placement, development, training, compensation and advancement at CEV is based on qualifications, performance, skills and experience. In CEV, we do not tolerate disrespectful or inappropriate behaviour, unfair treatment or retaliation of any kind. Harassment is not tolerated in the workplace and in any work-related circumstance outside the workplace.



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4.10 Indigenous Peoples and Ethnic Minorities

CEV Forge respects the rights of the indigenous peoples and ethnic minorities present in the places where it operates by accepting the following commitments:

- Recognition of and respect for the unique nature of indigenous, tribal, aboriginal and native peoples, as well as their organization, and social and economic structure.
- Endorsement of two-way, transparent, respectful dialogue which incorporates the different cultural frameworks and encourages consensus.
- Use of all the necessary, advisable means available in each project to understand the possible impact on the life, habits and customs of the population affected and offer proposals to avoid and/or mitigate this impact.
- Compliance with and respect for the regulations in force in the country, both national and international.

4.11 External Stakeholder Human Rights

We recognise that our responsibility to respect human rights extends beyond our direct workforce to all external stakeholders affected by our operations and value chain.

Commitments include:

- **Local Communities** – Ensure our projects do not negatively affect their health, livelihoods, safety, or environment.
- **Customers & Consumers** – Provide safe, quality products and services; ensure honest marketing and fair treatment.
- **Contractors & Suppliers** – Require compliance with our Human Rights Code; support capacity building where needed.
- **Civil Society & NGOs** – Engage constructively with advocacy groups and respect their right to operate freely.
- **Government & Regulatory Bodies** – Maintain transparent, lawful, and ethical engagement; avoid any complicity in human rights abuses.
- **Media & Public** – Protect freedom of expression and ensure truthful, transparent communication.

5.0 AMENDMENTS TO THE CODE

The provisions of this Code can be amended/ modified by the Managing Director of the Company from time to time and all such amendments/ modifications shall take effect from the date stated therein.

Effective Date: 02.01.2024

Young Jin Kim
Managing Director