



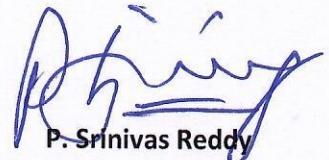
Policy Name	Human Rights Policy
Policy Effective Date	18 th December, 2020
Applicability	All Stakeholders

MTAR is committed to the principles of sustainable development including the protection of Human Rights, human dignity and promoting social well-being in all aspects of our operations.

In order to conduct our businesses in a fair and equitable manner, meeting our social responsibilities as a direct and indirect employer while upholding the the human rights of all our stakeholders, we shall strive to :

- Maintain positive legal compliance to applicable human rights requirements and laws with respect to the geographies of our operation.
- Have zero tolerance for any form of forced, compulsory or child labour, slavery or human trafficking, whether directly or through any agency.
- Refrain from any contributions to armed conflict or human rights abuses.
- Foster a work environment that is free from discrimination or harassment on the basis of colour, gender, race, age, nationality, social status, disability, ethnicity, religion, sexual orientation or political opinion amongst others.
- Respect diversity and create an inclusive work environment by providing equal opportunity to all irrespective of caste, creed, gender, race, religion or disability.
- Recognise and respect employee rights to associate freely and to collective bargaining in a fair working environment without fear of retaliation or harassment.
- Respect and preserve the culture and heritage of our stakeholders, including socially vulnerable groups which are impacted by our operations.
- Influence our contractors, suppliers, other organisations or stakeholders with whom MTAR has a leverage, to align with our commitment to human rights protection.
- Promote awareness on human rights among employees, suppliers, vendors, customers and other relevant internal and external stakeholders.

Date : 18.12.2020


P. Srinivas Reddy
Managing Director