

Labour & Human Rights Policy

Ethosphere Consulting Pvt Ltd

Effective Date: 01/11/2025 **Next Review Date:** 31/10/2026

Location: Bengaluru, Karnataka, India

1. Purpose

Ethosphere is committed to respecting and promoting fundamental human rights, fair employment practices, and inclusive workplaces in all its operations. This policy sets the standards for labour treatment, non-discrimination, and human-rights due diligence.

2. Scope

This policy applies to all employees, consultants, contractors, sub-contractors and business partners engaged by Ethosphere, irrespective of location or function.

3. Non-discrimination & Inclusion

- Ethosphere ensures equal opportunities in recruitment, promotion, remuneration and termination, without discrimination on the basis of gender, caste, religion, ethnicity, sexual orientation, disability, age, or any other status.
- We support an inclusive culture where all individuals are treated with respect and dignity.

4. Child Labour, Forced Labour & Modern Slavery

- Ethosphere prohibits use of child labour (as defined by applicable Indian law) or forced, bonded, or involuntary labour in any part of our operations or supply chain.
- We expect our suppliers and contractors to adopt equivalent standards.

5. Fair Wages & Working Hours

- Employees and consultants will be remunerated in compliance with all applicable laws in India, including minimum wages, social security contributions, and benefits.
- Working hours, overtime, and rest periods will be managed in accordance with Indian labour law and best-practice guidelines, with a commitment to a safe work-life balance.

6. Freedom of Association & Collective Bargaining

- Where applicable, employees are free to join or form trade unions or employee associations without penalty.
- Ethosphere will respect legal rights to collective bargaining and will bargain fairly with employee representation where required by law.

7. Workplace Health & Safety (in brief)

- See our separate Occupational Health & Safety Policy (Policy 3).
- Ethosphere ensures safe working conditions, appropriate training, hazard reporting mechanisms and emergency response plans.

8. Grievance Mechanism


- Employees, consultants or affected stakeholders may raise concerns or grievances related to labour and human rights via email or in person.
- Reports will be acknowledged, investigated and corrective actions implemented in a timely manner without retaliation.

9. Supplier/Contractor Expectations

- Suppliers, contractors and sub-contractors used by Ethosphere must commit to conduct themselves in compliance with this policy.
- Ethosphere reserves the right to review and audit suppliers' compliance with these standards.

10. Monitoring & Review

- Relevant indicators (diversity metrics, turnover, incident reports, grievances) will be monitored annually.
- Senior management will review this policy and related performance at least annually and make improvements accordingly.

Signature:  Date: 01/11/2025
Name & Role: Sanchi Poovaya, Director