

Policy on Human Rights

1. Philosophy

Company recognizes and respects human rights and the dignity of people. Nesco is committed to create a safe and discrimination-free environment and strives to promote human rights of its workforce and stakeholders including the communities that are impacted by our operations.

2. Scope

This policy covers all the employees and stakeholders of the Company.

3. Policy

- a. To prevent violations/abuse of human rights in all its operations and dealings.
- b. To ensure a diverse talent pool with unique talents and ideas and an inclusive work culture.
- c. To respect every individual and not discriminate against them based on race, colour, caste, creed, religion, gender, age, social status, and physical or mental disabilities.
- d. To provide access to grievance redressal mechanisms for all individuals whose human rights may be impacted by the operations of Nesco.
- e. To assess and evaluate impacts of human rights in our operations and value chain activities that are directly attributable to Nesco.
- f. To prohibit in the organization and its value chain, all forms of child labour, forced labour, human trafficking, discrimination, harassment, and violation of other human rights as enumerated in various laws, charters, and declarations.
- g. To strive to adhere to recognized Human Rights charter/Regulations.
- h. To promote the awareness and realization of human rights across the Company and its value chain.

4. Implementation

- a. This Policy will be available on the Company's website www.nesco.in
- b. The Policy will be reviewed by the Board of Directors at regular intervals as it may deem fit.

5. Overview

- a. The policy will be overseen by Human Rights Committee which comprises of the same members as the Internal Complaints Committee.

2nd version of this Policy was approved by the Board of Directors on 16 May 2025.

Annexure I

Composition of Internal Complaints Committee

Sr no.	Name	Designation
1.	Ms. Sangeeta Save	Presiding Officer
2.	Ms. Bushra Kalimi	Member
3.	Mr. Rajendra Kankekar	Member
4.	Ms. Leena Shah External	Member