HUMAN RIGHTS POLICY STATEMENT

ZEN TECHNOLOGIES LIMITED

Regd. Office: B-42 Industrial Estate, Sanathnagar TG-500018

CIN: L72200TG1993PLC015939 Tel: Phone: +91 40 23814894

Website: www.zentechnologies.com; Email: cosec@zentechnologies.com

Our Commitment: At Zen Technologies, we are unwavering in our commitment to upholding and respecting human rights in all aspects of our operations. We recognize that promoting and protecting human dignity, equality, and well-being are fundamental responsibilities. This Human Rights Policy articulates our dedication to these principles.
Compliance with Laws and Standards: We pledge to comply with all applicable Indian laws and international human rights standards and it covers permanent and contract employees

Fundamental Principles:

Non-discrimination: We do not tolerate discrimination based on race, color, religion, gender, sexual orientation, disability, or any protected characteristic.

Freedom of Association and Collective Bargaining: We respect employees' rights to join labor unions and engage in collective bargaining within the bounds of the law.

Child and Forced Labor: We unequivocally oppose child labor and forced labor including bonded labor and human trafficking.Our business operations do not engage in or support any form of exploitative or abusive labor practices. We hold the expectation that our suppliers and business partners adhere to comparable standards.

Working Conditions: We provide safe and healthy working conditions, fair wages, and reasonable working hours.

Privacy: We protect personal information in accordance with data protection laws.

Community Engagement: We actively engage with the communities where we operate, aiming to minimize negative impacts and maximize positive contributions.
Supply Chain

Supply Chain Responsibility: We ensure our suppliers and business partners adhere to the same human rights principles. We monitor and take corrective action to address violations within our supply chain.

Transparency and Accountability: We are committed to transparency and accountability. We regularly assess and report on our human rights performance to internal and external stakeholders.

Training and Awareness: We provide comprehensive training to employees and stakeholders to deepen their understanding of human rights principles and effective implementation.

Grievance Mechanisms: We establish effective grievance mechanisms allowing reporting of human rights concerns without fear of retaliation.

Continuous Improvement: We continually review and enhance this policy to align with evolving human rights standards and best practices.

Legal Compliance: The commitment to comply with both Indian laws and international human rights standards ensures a strong legal foundation for the policy.

Environmental Responsibility: We recognize the interconnectedness of human rights and environmental sustainability. We are committed to minimizing our environmental impact and promoting sustainable practices to protect the planet for current and future generations.

Community Engagement: We actively engage with the communities in which we operate, respecting the rights and aspirations of local residents. We seek to contribute positively to the social and economic development of these communities.

Equal Remuneration: We are committed to ensuring equal remuneration for both men and women occupying similar positions within the organization. We firmly uphold a policy of non-discrimination in our recruitment processes, ensuring that all candidates are evaluated based on their skills, qualifications, and merits, irrespective of gender.

Discrimination: We are maintaining an atmosphere in which our permanent and contract employees can work together without any fear of sexual harassment, discrimination, exploitation, or intimidation. We adhere to a strict zero-tolerance policy against discrimination based on various factors, including color, gender, race, age, nationality, social status, disability, ethnicity, religion, sexual orientation, political opinion, and marital status. Any instances of violations in this regard are addressed promptly and with strict measures in accordance with applicable laws.

Human Trafficking: We are committed to ensuring that our operations, supply chains, and business activities are free from any involvement in human trafficking practices.