



Human Rights Policy

Excel-Par Electronics Private Limited (Excel-Par) is committed to conducting business ethically and responsibly. We respect and support international principles aimed at protecting and promoting human rights, as described in the United Nations' Universal Declaration on Human Rights and the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work. In our operations, Excel-Par seeks to operate in compliance with all applicable laws wherever we do business.

While governments are primarily responsible for protecting and upholding the human rights of their citizens, Excel-Par recognises its responsibility to respect human rights in its operations. In addition, we recognize that we have an opportunity to promote human rights where we can make a positive contribution. This includes, among other things, opposing human trafficking and the exploitation of children.

Company Workplace Policies

We strive to foster safe, inclusive, and respectful workplaces wherever we do business. Excel-Par's workplace policies and practices include commitments to non-discrimination and freedom from harassment. The policies further require that the company refrain from knowingly entering relationships that, directly or indirectly, expose members and employees to undue health and safety risks or that use child, prison or forced labour, or other similarly exploitative practices. These policies are detailed in our Code of Conduct.

Human Rights Within Our Sphere Of Influence

We also strive to foster a safe, inclusive, and respectful workplace. We expect the same commitment from business associates and vendors, both in India and abroad. Excel-Par's Supplier Code of Conduct sets forth requirements for our Suppliers concerning labour standards and working conditions. The principles embodied in our Code of Conduct are designed to be consistent with the ILO Declaration on Fundamental Principles and Rights at Work.

We implement this commitment through a dedicated compliance program that communicates expectations to our suppliers and engages with stakeholders.

The Rights Of Children And The Young

The well-being of children is of the utmost importance to Excel-Par. We are committed to combating the exploitation of children and therefore prohibit any use of child labour in our manufacturing facilities. We also expect our suppliers to offer the same commitment, and the Supplier Code of Conduct sets forth these requirements.



Bringing These Policies To Life

Our commitment to respect human rights is a core value of all businesses within Excel-Par, and we take active steps to reflect that commitment in our everyday activities:

- We expect and encourage employees throughout our business operations to make these principles and practices a part of their everyday work and hold our employees accountable for adhering to our Standards of Business Conduct.
- We train employees on our Code of Conduct and suppliers on the Supplier Code of Conduct to monitor factory working conditions and implement facility improvement plans within our supply chain when necessary.
- We keep our policies and practices relating to human rights under review, recognising the need to stay vigilant in a rapidly changing and challenging world.