

## Labour And Working Conditions Policy

KVGGN Synergy Private Limited and its Special Purpose Vehicles (SPVs) are committed to ensuring the fair treatment of workers. The company will actively identify and address any potential issues related to labor and working conditions that may arise in the employment of both permanent and contracted workers.

This policy focuses on mitigating and managing any adverse conditions in the workplace, as well as addressing the impact of KVGGN Synergy and its SPVs' operations by considering the following factors.

- Promoting fair treatment, non-discrimination, and equal opportunity for all workers on any grounds.
- Promoting compliance with national employment and labor laws.
- Promote safe and healthy work environments
- Protecting workers' rights includes vulnerable categories of workers such as migrant workers, workers engaged by third parties, and workers in the client's supply chain.
- A commitment to maintaining an incident- and injury-free workplace, along with dedication to protecting the health and well-being of all workers.
- A strict prohibition on the use of forced labor and child labor.
- Acknowledging the right of all workers to freedom of association and the right to engage in collective bargaining.
- Prohibiting any form of coercion, intimidation, as well as sexual or workplace harassment within the workplace.
- A commitment to gender equality and the implementation of fair and transparent remuneration systems.
- Providing a transparent and accessible platform for all workers to raise grievances and seek redress.

**Kunal Kishore**

**(MD & Co-founder)**