



# DEE Development Engineers Limited

## Human Rights Policy

Issued By: Chief Operating Officer (COO)

Issued on January 2, 2024



# Table of Contents

<b>Introduction</b> .....	<b>3</b>
<b>1. Scope and Applicability</b> .....	<b>3</b>
<b>2. Guiding Principles</b> .....	<b>3</b>
<b>3. Policy Statement</b> .....	<b>3</b>
3.1. Non-Discrimination.....	3
3.2. Child Labour and Forced Labour.....	4
3.3. Freedom of Association and Collective Bargaining.....	4
3.4. Safe and Healthy Working Environment.....	4
3.5. Fair Compensation and Working Conditions.....	4
3.6. Harassment and Violence Prevention.....	4
3.7. Privacy .....	4
<b>4. Grievance Redressal Mechanism</b> .....	<b>4</b>
<b>5. Training and Communication</b> .....	<b>5</b>
<b>6. Monitoring and Review</b> .....	<b>5</b>
<b>7. Continuous Improvement</b> .....	<b>5</b>
<b>8. Reporting Concerns</b> .....	<b>5</b>
Contact Information for Reporting Violations .....	6
<b>Commitment</b> .....	<b>6</b>



## Introduction

At DEE Piping, we believe that business can flourish in society only when there is respect for human rights. We recognise that human rights are fundamental and universal and that respecting and protecting human rights is the right thing to do. As a business, we are responsible for prioritising human rights. We are committed to upholding the dignity and well-being of all our employees, stakeholders, and our communities. This policy outlines our dedication to respecting and promoting human rights in line with international standards and principles.

### 1. Scope and Applicability

This policy applies to all employees, directors, contractors, suppliers, and business partners associated with DEE Piping. We expect everyone to adhere to this policy and integrate its principles into decision-making.

### 2. Guiding Principles

The following international human rights instruments guide our Human Rights Policy:

- [The Universal Declaration of Human Rights](#)
- [The International Labour Organization's Declaration on Fundamental Principles and Rights at Work](#)
- [The United Nations Guiding Principles on Business and Human Rights](#)
- [The National Guidelines on Responsible Business Conduct \(NGRBC\)](#)



### 3. Policy Statement

#### 3.1. Non-Discrimination

DEE Piping is committed to providing a workplace free from discrimination based on gender, race, religion, caste, ethnicity, nationality, age, disability, sexual orientation, or any other status. We believe in treating all individuals with respect and fairness.

#### 3.2. Child Labour and Forced Labour

We strictly prohibit the use of child labour and forced labour in any capacity within our operations. We comply with all applicable laws and regulations regarding child labour and forced labour.

#### 3.3. Freedom of Association and Collective Bargaining

DEE Piping recognises and respects the rights of our employees to freedom of association and collective bargaining. We believe in open and constructive dialogue with our employees and their representatives.

#### 3.4. Safe and Healthy Working Environment

We are committed to providing all our employees with a safe and healthy working environment. We maintain high occupational health and safety standards and strive to prevent workplace accidents or injuries.

#### 3.5. Fair Compensation and Working Conditions

DEE Piping ensures fair compensation and benefits for all our employees, which are in line with industry standards and local labour market conditions. We comply with all applicable laws and regulations regarding wages, working hours, overtime, and other employment benefits.

#### 3.6. Harassment and Violence Prevention

We have a zero-tolerance policy for any form of harassment or violence in the workplace. We are committed to creating a respectful and inclusive environment where everyone feels safe and valued.

#### 3.7. Privacy

DEE Piping respects the privacy of our employees and stakeholders. We collect, use, and disclose personal information per applicable privacy laws and regulations.



## 4. Grievance Redressal Mechanism

We have a robust grievance redressal mechanism to address any concerns or complaints regarding human rights violations. This mechanism is confidential and accessible to all employees and stakeholders.

## 5. Training and Communication

DEE Piping provides regular training and communication to our employees on human rights awareness and best practices. We ensure that everyone knows their rights and responsibilities under this policy.

## 6. Monitoring and Review

We regularly monitor and review our human rights performance to ensure we meet our commitments under this policy. We also engage with external stakeholders to seek feedback and improve our practices.

## 7. Continuous Improvement

DEE Piping is dedicated to continuous improvement in our human rights practices. We regularly assess our policies and procedures to ensure they align with the latest international standards and best practices.

## 8. Reporting Concerns

Employees and stakeholders are encouraged to report any concerns or violations of this policy through the appropriate channels, such as their supervisor, human resources department, or the designated



grievance redressal mechanism. We maintain strict confidentiality and prohibit retaliation against individuals who report concerns in good faith. Employees can also raise any complaints regarding human rights concerns or violations at the following email address:

## Contact Information for Reporting Violations

- Email: [ethicsofficer@deepiping.com](mailto:ethicsofficer@deepiping.com)

## Commitment

DEE Piping is committed to upholding our operations' highest human rights standards. Respecting human rights is not only an ethical obligation but also essential for our business success and sustainability.

This Human Rights Policy is subject to periodic review and updates to ensure its continued relevance and effectiveness.