



# Human Rights Policy

## Policy Statement

JSK Holdings is committed to upholding and promoting human rights in all aspects of our operations. We recognize the fundamental importance of respecting and protecting the rights and dignity of every individual.

We strive to create a work environment that is free from discrimination, harassment, and any form of human rights abuse. We align our practices with internationally recognized human rights standards and expect the same commitment from our employees, suppliers, and business partners.

## Scope

This policy applies to:

- Workers of JSK Holdings (including permanent, casual, and management)
- Visitors and customers who enter any of JSK Holdings' workplaces.
- Contractors, sub-contractors, and their workers.

## Guiding Principles

### Non-Discrimination and Equal Treatment

We treat all individuals with dignity and respect, irrespective of their race, colour, ethnicity, nationality, gender, sexual orientation, gender identity, religion, disability, age, or any other protected characteristic. We provide equal opportunities and fair treatment in all employment-related matters.

### Working Conditions

We adhere to applicable labour laws and regulations, ensuring fair wages, reasonable working hours, safe working conditions, and respect for the rights of workers. We prohibit the use of forced labour, child labour, and any form of modern slavery.

### Freedom of Association and Collective Bargaining

We respect the rights of employees to freedom of association and collective bargaining, in accordance with applicable laws. We encourage open dialogue and constructive engagement with employee representatives and labour unions.



### Supply Chain Responsibility

We hold our suppliers and business partners to the same human rights standards we uphold. We collaborate to ensure ethical practices throughout the supply chain, addressing human rights, labour standards, and social impacts.

### Community Engagement

We engage with the communities in which we operate, respecting their rights, culture, and customs. We aim to minimize any negative impacts and actively contribute to their social and economic development.

### Reporting and Grievance Mechanisms

We provide mechanisms for employees and stakeholders to report human rights concerns or grievances in a confidential and non-retaliatory manner. We investigate reported issues promptly and take appropriate actions to address them.

By implementing this Human Rights Policy, we reaffirm our commitment to human rights, ethical practices, and social responsibility.

**Daljeet Singh**  
Director