



PRABHA AUTOMOTIVE ENGINEERS LIMITED (PAEL)
HUMAN RIGHTS AND WORKING CONDITIONS POLICY

Purpose

Prabha Automotive Engineers Limited (PAEL) is committed to providing safe, fair, legally compliant and sustainable working conditions for our employees, which respect their human rights. PAEL commits to living up to our values and leadership behaviors to ensure all our employees live up to their fullest potential – professionally and personally. In addition, we commit to ensuring the compensation and benefits offered to employees reflect market demand.

Policy

Work is an intrinsic part of society and our everyday lives. Our aim is to ensure our employees benefit positively from coming to work at PAEL and are provided with an environment where they can create value for the business whilst developing and growing in their experience and skill development. The International Labor Organization (ILO) and other global labor organizations have long standing commitments to improving working conditions and job quality. Our aim is to always provide enhanced working conditions that are flexible to support the demands of the agile workplace while remaining competitive and attractive to our current and future employees.

We commit to ensuring a workplace that:

- Is productive and rewarding for employees.
- Delivers a fair compensation and benefits structure while ensuring legal compliance with local requirements.
- Safeguards basic rights.
- Ensures equality in relation to opportunities and treatment.
- Protects employees during their employment through the effective and up to date adherence to company guidelines and policies.



- Supports personal development.
- Provides recognition of exceptional performance.
- Provides feedback and continuous coaching to employees.
- Provides employees with representation through Unions, Works Councils, Employee Forums and Round Tables. A place where employees' voices can be heard locally and at executive level within the organization.
- Is free from discrimination, harassment, and bullying (please read the Global Equal Opportunity and Diversity Policy and the Global Bullying and Harassment Policy for further details on these subjects).

In each Place in India where PAEL operates, employment with PAEL ensures socioeconomic security, education and training, a safe and relevant working environment, and the ability for employees to have a work-life and gender balance. Subject to applicable law, employees have a duty to report suspected violations of this policy to the Human Resources Department, Legal or Compliance.

Slavery, Child Labor, Forced Labor

PAEL commits to ensuring there is zero tolerance to unlawful working conditions. In particular, PAEL will not tolerate the employment of child labor, including the employment of child labor by our supplier and business partners, in any country. Child labor is defined by country-specific legal standards and guidance. In addition, PAEL will not tolerate forced labor of any kind in any of our facilities. Any employee who does not follow these strict rules will be subject to discipline.

Remuneration

PAEL remunerates its employees based on compensation level prevailing in the market provides competitive, performance-based compensation. In all places in India where it operates, PAEL pays its employees at or above minimum wage. Merit reviews and compensation strategies are reviewed annually in April each year and decisions to provide increased remuneration are based on market comparisons. Flexible benefits packages are also offered across locations that include support for family care, Medical Aid, paid holiday, flexible work and time-off versus overtime.



Hours of Work

PAEL promotes a healthy work-life/gender balance in all roles throughout the organization. In all places in India which it operates PAEL ensures compliance with Working Time Directive Regulations and in manufacturing locations has time and attendance monitoring in place to ensure legal compliance. Working hours, break times, and rest times are scheduled to ensure business and personal needs are met. Vacation time is actively encouraged, and a healthy lifestyle is promoted across each location. Flexible working is offered for roles where hours can be varied to meet business needs and personal commitments.

Employee Development

PAEL provides skills training to ensure the safe and effective production of our products within the manufacturing locations. Employees have an opportunity to develop skills to enable progression within the organization.

Data Privacy

PAEL collects and receives information that is personally identifiable like name, address, email address, or phone number, and that is not otherwise publicly available.

PAEL does not rent, sell, or share personal information about employees with other people or non-affiliated companies except to provide products or services employees may request when we have employees' permission, or under the following circumstances:

We provide the information to trusted partners who work on behalf of or with PAEL under confidentiality agreements. However, these companies do not have any independent right to share this information.

We respond to subpoenas, court orders, or legal process, or to establish or exercise our legal rights or defend against legal claims.



We believe it is necessary to share information to investigate, prevent, or take action regarding illegal activities, suspected fraud, situations involving potential threats to the physical safety of any person, violations of Prabha terms of use, or as otherwise required by law.

PAEL has physical, electronic, and procedural safeguards that comply Indian Law & Regulations to protect personal information about employees.