



HUMAN RIGHTS POLICY

KSH Automotive Pvt. Ltd.

HUMAN RIGHTS POLICY

KSH Automotive Pvt Ltd believes that protection of human rights is an integral part of conducting business. We follow the KSH Automotive Pvt Ltd philosophy and policy on Human Rights, wherein we are committed to respecting the human rights at our workforce, communities and all those lives we touch, directly or indirectly, by our operations and our product and services (including our contractors, supplier, customers, dealers and logistics partner) in line with internationally recognised frameworks including the Accountability International Standard and its associated international instruments.

We respect human rights and do not involve in human rights abuses of any kind. We are committed to identifying, assessing and minimising potential adverse impacts through due diligence and management of issues, and resolving grievances for affected stakeholders effectively.

We are committed to adhere to the **United Nations Guiding Principles on Business & Human Rights**

Our Commitments:

- Maintaining positive legal compliance with applicable constitutional and regulatory human rights requirements and conforming to the KSH Automotive Pvt Ltd Sustainable Business Framework.
- **EMPLOYEE PRIVACY** - KSH is committed to protecting the privacy and security of the personal data we collect, use, and store. This Policy outlines our practices for handling personal data in accordance with applicable laws and regulations, including the General Data Protection Regulation (GDPR) and any other relevant local data protection laws.
We implement appropriate technical and organizational measures to safeguard personal information throughout its lifecycle within our organization, ensuring data is processed lawfully, transparently, and for legitimate business purposes only.
Our commitment extends to providing individuals with appropriate rights regarding their data, including access, correction, and deletion where applicable, while maintaining strict protocols for data security and breach prevention.
All employees, contractors, and third parties processing data on our behalf are required to adhere to these standards, with regular training and reviews conducted to ensure ongoing compliance with evolving legal requirements and best practices in data protection.
- **RECRUITMENT** - We implement blind recruitment processes to minimize bias in our hiring practices. KSH Automotive ensures equal pay for equal work regardless of any demographic factors. Annual diversity audits are conducted with measurable improvement targets to promote an inclusive workplace.
- **TRAINING** - Promoting awareness of human rights with employees at various levels of our operations through training and communication.
- **STAKEHOLDER ENGAGEMENT** - Developing goodwill, creating sustainable employment and stimulating economic opportunities in the communities that host our activities.



HUMAN RIGHTS POLICY

KSH Automotive Pvt. Ltd.

s. Engaging with stakeholders in an inclusive, transparent and culturally appropriate manner on human rights concerns related to our business activities.

- **DIVERSITY & EQUAL OPPORTUNITY** - Valuing diversity, equal opportunity and the need to consider the rights of vulnerable groups such as women, indigenous peoples, women, migrant workers and other minorities.

KSH is committed to creating an inclusive workplace for employees with disabilities through non-discriminatory hiring practices, providing reasonable accommodations, ensuring physical and digital accessibility, offering equal professional development opportunities, and fostering a supportive culture that values diverse talents.

- **PREVENTION OF INHUMANE TREATMENT** - KSH is committed to preventing all forms of inhuman treatment within our workplace by fostering a culture of respect and dignity for all employees. We require all staff members to treat each other with courtesy and professionalism, and we provide comprehensive training on what constitutes inhuman treatment, employee rights, and proper reporting procedures. Our company enforces this policy through appropriate disciplinary action, up to and including termination of employment, for any violations.

Employees who believe they have experienced or witnessed inhuman treatment are encouraged to report incidents immediately to their supervisor, Human Resources, or through our anonymous reporting hotline, with assurance that all reports will be investigated promptly, confidentially, and fairly.

KSH strictly prohibits retaliation against any employee who reports inhuman treatment in good faith, and any employee experiencing retaliation should report such incidents immediately to Human Resources for appropriate action.

- **FREEDOM OF ASSOCIATION** - Respect the right of all workers to form and join a trade union of their choice without fear of intimidation or reprisal, in accordance with national law.
- **CHILD LABOUR & FORCED LABOUR** - Prohibiting all forms of child labour, forced / trafficked labour, discrimination and harassment. KSH Automotive verifies age through multiple document checks during recruitment to prevent child labor. We have developed comprehensive remediation plans for any discovered child labor cases. Quarterly supplier audits for child labor compliance are conducted throughout our supply chain. The minimum cutoff age for employment at the company is 18 years.
- **EMPLOYEE RETENTION** - KSH Automotive maintains compensation at 10% above industry standards to attract and retain talent. We limit overtime to 12 hours weekly with proper compensation in accordance with labor laws. All employment terms are transparently communicated to ensure mutual understanding.
- **MINIMUM WAGE** - The company is committed to providing all employees with wages that meet the legal minimum wage requirements, with periodic adjustments to ensure continued compliance with wage regulations.
- **ARMED CONFLICT** - Prohibiting any contribution to armed conflict or human rights abuses in conflict-affected and high-risk areas.
- **COLLECTIVE BARGAINING** - Prohibiting interference in any way with the establishment, functioning or administration of workers' organisations or collective bargaining.



HUMAN RIGHTS POLICY

KSH Automotive Pvt. Ltd.

Aligning our existing policies, processes and activities with our commitment to respect human rights, including those that apply to labour practices, such as Freedom of Association, right to Collective Bargaining and equal remuneration, engagement with indigenous peoples, land acquisition, supply chain, and security management.

- **FOREIGN OFFICIALS/WORKERS** - Employment terms and conditions will be communicated clearly to all workers in a language they understand before they begin employment. No substitution of original contract terms will occur without informed consent.

All workers will receive fair wages, benefits, and working hours in accordance with national laws and collective agreements. Employees will be provided with safe, clean and appropriate housing facilities as per the contract terms with reasonable freedom of movement and no excessive restrictions on personal activities outside working hours. The company will take utmost care to prevent discrimination on the grounds of Language, Culture, ethnicity, and other distinguishing attributes.

Foreign Officials / Workers will retain their original documents during their period of employment with the company and the same would not be impounded by the company under any circumstances, except under the legal directive from the Local/National Authority or as per the “Retention of Identification Documents or Visa – Compliance & Ethical Guidelines” policy of the company.

Foreign Officials / Workers are required to provide a copy of original documents to the concerned authorities.

The Company shall provide appropriate cultural orientation, language support, and training to help Foreign officials/workers integrate safely into their work environment and local communities.

- **STAKEHOLDER EVALUATION** - Mandating our contractors, suppliers and other organizations with whom KSH Automotive has a leverage to adopt our Sustainable Business Framework guidelines and to encourage and support the development of equivalent management systems.
- **DUE DILIGENCE** - Undertaking an iterative, due diligence process as developed by our Human Rights Management System, the focus of which is identifying, assessing and managing potential risks and impacts. Establishing clear accountability by assigning adequate resources and responsibilities for effective management of human rights risks; and Continually improving human rights performance by sharing good practices and learnings, setting and reviewing targets, and monitoring, reporting and disclosing performance.

GRIEVANCE REDRESSAL - Establishing a sturdy process for addressing adverse human rights impact or violation of human rights across any of our operations via a grievance redressal mechanism. Providing access to remedy by resolving grievances in a timely and culturally appropriate manner. Employees shall maintain vigilance towards the Human rights and information being entitled to them. In the event of a perceived violation of their rights, employees shall promptly report the same to the immediate supervisor.

- All Stakeholders are encouraged to submit their complaints through the following channels - **Email: complaints.ksh@saehani.com**



HUMAN RIGHTS POLICY

KSH Automotive Pvt. Ltd.

DISCIPLINARY ACTION -

Disciplinary actions will be determined based on objective assessment of severity, intent, pattern of behavior, impact, and prior history to ensure fair and consistent treatment. All formal disciplinary measures must receive final approval from the Disciplinary Committee or highest decision-making authority before implementation.

Disciplinary action records must be maintained confidentially for a minimum of one year, containing complete details of the incident, investigation findings, and actions taken.

Each disciplinary action must include specific preventive measures designed to address root causes and prevent recurrence of similar incidents.

Any form of verbal abuse, physical punishment, psychological coercion, or violation of dignity during the disciplinary process is strictly prohibited. Upon report of an incident, a thorough investigation will be conducted, appropriate disciplinary action determined based on objective criteria, approval obtained from highest authority, and preventive measures implemented with proper documentation.

CONSEQUENCES OF VIOLATION -

KSH Automotive Private Limited takes violations of our Human Rights Policy with the utmost seriousness. Despite our best efforts, any breach of this policy undermines our organizational values and commitment to ethical business practices. Violations will result in prompt investigation and appropriate disciplinary action proportionate to the severity of the infringement.

Disciplinary measures may, suspension, legal action, termination of employment, or contractual relationships. In cases involving illegal activities, the company will cooperate fully with relevant authorities. All investigations will be conducted with fairness, confidentiality, and respect for due process.

This policy shall be reviewed annually to ensure effectiveness and compliance with applicable regulations.

We are committed to working collaboratively with the government on human rights issues proactively. KSH Automotive Pvt Ltd. shall sign up to this policy or develop an equivalent that shall be implemented throughout its operations.

This policy is to be made available to the Stakeholders of the Company through internal and external channels.

For KSH Automotive Pvt Ltd

Name & Designation of the Signing Authority

Mr. Yongsung Kim

Managing Director