



Factory: Survey No 520/1A1,1A2A,1A2B,1A3A,1A3B,1A4,1A5,

Mannur Village, Sriperumbudur Taluk, Kanchipuram, Tamilnadu - 602105

PAN –AACCW1184E

CIN - U35999AP2017FTC107206

GSTIN –33AACCW1184E1ZM

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## HUMAN RIGHTS POLICY

### WOORYOUNG AUTOMOTIVE INDIA PVT. LTD.

Wooyoung automotive india pvt. Ltd. is committed to respecting human rights and seeks to avoid involvement in human rights abuses. The company identifies, assesses, and minimizes potential adverse impacts through due diligence and effective grievance mechanisms for affected stakeholders.

- Maintaining full legal compliance with applicable constitutional and regulatory human rights requirements and conforming to WOORYOUNG’s commitment.
- Undertaking an iterative due diligence process focused on identifying, assessing, and managing potential risks and impacts.
- Aligning all policies, processes, and activities with our human rights commitment, including those related to labour practices, engagement with indigenous peoples, land acquisition, supply chain, and security management.
- Promoting awareness of human rights among employees at various operational levels through training and communication.
- Engaging stakeholders inclusively, transparently, and in culturally appropriate ways on human rights concerns related to our business.
- Valuing diversity, equal opportunity, and the need to protect the rights of vulnerable groups such as indigenous peoples, women, migrant workers, and minorities.
- Prohibiting all forms of harmful child labour, forced labour, trafficking, and discrimination.
- Prohibiting contributions to armed conflict or human rights abuses in conflict-affected or high-risk areas.
- Prohibiting interference in the formation, functioning, or administration of workers' organisations or collective bargaining units.
- Respecting every worker’s right to form and join trade unions of their choice without fear of intimidation or reprisal, in accordance with national law.
- Providing access to remedy by resolving grievances in a timely and culturally sensitive manner.

- Influencing our contractors, suppliers, and other partners to adopt our Sustainable Business Framework and to encourage development of equivalent management systems.
- Developing goodwill, sustainable employment, and economic opportunities in host communities.
- Establishing accountability through allocation of adequate resources and responsibilities for managing human rights risks and continually improving performance by sharing best practices, setting goals, monitoring, reporting, and disclosing outcomes.

Wooyoung automotive india pvt. Ltd. shall formally adopt this policy and ensure its implementation across all operations.

This policy will be reviewed periodically for suitability and updated as necessary.

## **Objective**

The **wooyoung automotive india pvt. Ltd. Human Rights Statement** provides a broad framework to ensure that all employees are treated with respect and that consistent principles are applied across business practices, ensuring we do not support or condone human rights violations.

## **Misuse of Managerial Authority**

Abusing managerial authority for personal advantage or using it negatively against subordinates, resulting in adverse effects and negativity, is considered an abuse of power. The company shall ensure no such abuse occurs.

## **Human Dignity**

Dignity at work involves maintaining a healthy, safe, and enjoyable workplace. Employees are our greatest asset. We commit to treating people with respect, fairness, and dignity while fostering open communication, care, and trust.

## **Child Labour and Forced Labour**

The company strictly opposes any form of child or forced labour. We are committed to ensuring such practices are not present in any part of our operations.

We also have a **Health, Safety, and Environmental (HSE) Policy** that supports resource conservation, pollution prevention, compliance with legislation, and prevention of workplace accidents and illnesses.

## **Living Wages**

The company ensures all employees are paid adequately to maintain a decent standard of living and consistently pays above the government-prescribed minimum wage.

## **Harassment-Free Workplace**

We are committed to a work environment free from harassment. Our policy prohibits:

- Sexual harassment
- Harassment based on pregnancy, race, religion, colour, national origin, disability, medical condition, marital status, age, sexual orientation, or any other characteristic protected by law.

## **Protection from Discrimination**

Employment decisions are made based on job requirements. The company does not discriminate based on age, origin, gender, orientation, political beliefs, or religion.

## **Race**

The company does not tolerate racial harassment. This includes racial slurs, derogatory remarks, or display of racially offensive symbols. While developing and implementing policies, we remain sensitive to cultural and traditional contexts.

## **Personal Beliefs**

The company respects the faith practices of all stakeholders. Employees may wear clothing or symbols of their faith as long as it does not interfere with job performance or workplace safety.

**For Wooyoung Automotive India Pvt Ltd..**