

NEL HUMAN RIGHTS POLICY

Introduction

Navneet Education Limited (the “Company”) is committed to upholding the highest standards of human rights across all our operations and business practices. We recognize our responsibility to respect and promote human rights as outlined in the Universal Declaration of Human Rights, the Constitution of India, and relevant national and international laws. This policy outlines our commitment to safeguarding these rights within our organization and in our interactions with stakeholders, including employees, customers, suppliers, and the communities in which we operate.

Scope

This policy applies to all employees, contractors, and business partners of the Company. It extends to all Company operations, including subsidiaries and joint ventures, within India and internationally.

Policy Principles

1. Right to Life

- The Company prioritizes the health and safety of all individuals associated with the Company.

2. Freedom from Torture

- The Company is having zero tolerance towards any form of physical, mental, or emotional abuse or torture.
- The Company uplift our business practices to not support or contribute to any form of inhumane or degrading treatment.

3. Freedom from Slavery

- The Company does not engage into any forced labour, human trafficking, and all forms of modern slavery.
- The Company conduct regular audits and assessments to ensure compliance with applicable labour laws.

4. Right to a Fair Trial

- The Company through its actions strive to nurture fairness, trust and transparency in treating our people.

5. **Freedom of Speech**

- The Company provide and maintain the open culture to its people to express their views freely and encourage its people to raise concerns about actual and potential violation of its internal policies.

6. **Freedom of Thought, Conscience, and Religion**

- We respect all the religions and the rights of all individuals to hold personal beliefs, and encourage its people to respect others religious practices. However, these freedoms are subject public order, health and morality.

7. **Freedom of Movement**

- The Company supports the right to freedom of movement for all individuals within our workforce and across our operations subject to its internal policies.

8. **Equal Pay for Equal Work**

- The Company do not differentiate amongst its people basis the gender, race, religion, ethnicity, or other personal characteristics while determining or offering the pay.

Implementation and Compliance

The Company conducts training and awareness programs to educate employees and stakeholders about this Human Rights Policy. The employees can report to their HOD / HR for any human rights concerns or violations. Our leadership team review and update this policy to ensure its effectiveness and alignment with evolving human rights standards and regulations from time to time. For any queries or concerns about this Policy, please contact with hr@navneet.com.

Accountability

- The responsibility for upholding this Human Rights Policy rests with every individual within the Company. Our Management team has responsibility for overseeing our approach to human rights Policy.
- We are committed to engaging with our stakeholders and collaborating with external partners to promote human rights and ethical business practices.