

# **Digispice Technologies Limited**

## **Human Rights Policy** (Effective from 01.09.2021)

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## **1. Introduction and Regulatory Framework**

- 1.1 The Company's equity shares are listed on the BSE Limited (BSE), National Stock Exchange of India Limited (NSE) and the company is under obligation to comply with the continuous disclosure and other obligations imposed by the SEBI (Listing Obligations and Disclosure Requirements), Regulations 2015 (hereinafter referred to as "the Listing Regulations"). The Securities and Exchange Board of India ("SEBI") vide its Circular dated 13th August, 2012 mandated top 100 Listed Companies, based on their capitalization, to disclose the Business Responsibility Report (BRR). In the Year 2019, SEBI extended their coverage to the Top 1000 Listed Entities, based on market capitalization and mandated to publish BRR as a part of Company's Annual Report.
- 1.2 DiGiSPICE Technologies Limited (DTL), based on the market capitalization, became one of the Top 1,000 Listed Entities as on 31st March, 2021. Section D (2)(a)(1) of Annexure 1 of SEBI circular no. CIR/CFD/CMD/10/2015 dated November 04, 2015 on BRR states that the Company is required to formulate policies against each of nine principles of BRR. Principle 5 of BRR states "Businesses should respect and promote human rights". It is in this context that the Human Right Policy ("Policy") is being framed and implemented.

## **2. Objective**

- 2.1 DTL recognises the valuable role that business can play in the longer-term protection of human rights. The company is committed to respecting the human rights of our workforce, communities and those affected by our operations wherever we do business. Our commitment entails respecting human rights and seeking to avoid involvement in human rights abuses, identifying, assessing and minimising potential adverse impacts through due diligence and management of issues, and resolving grievances from affected stakeholders effectively.

## **3. Definitions:**

- 3.1 "Company" means Digispice Technologies Limited, incorporated under the provisions of the Companies Act, 1956
- 3.2 "Policy" means Human Rights Policy
- 3.3 All the word and expressions used but not defined in this policy, shall have the same meaning as defined in the SEBI Listing regulation and if not defined therein, then as per the Companies Act 2013 or Securities Contracts (Regulation) Act 1956 or Depository Act, 1966 and laws for the time being in force and/ or rules and regulation made thereunder, or any statutory modification or re-enactment thereto, as the case may be.

## **4. Policy**

### **Human Rights**

The company is committed towards respecting the human rights of our workforce, communities and those affected by our operations. To achieve same company is committed to: -

- 4.1 Maintaining legal compliance with applicable constitutional and regulatory human rights requirements
- 4.2 Aligning our existing policies, processes and activities with our commitment to respect human rights, including those that apply to labour practices, engagement with indigenous peoples and security management
- 4.3 Promoting awareness of the human rights with employees at various levels of our operations through training and communication
- 4.4 Engaging with stakeholders in an inclusive, transparent and culturally appropriate manner on human rights concerns if any related to our business activities
- 4.5 Valuing diversity, equal opportunity and the need to consider the rights of vulnerable groups such as indigenous peoples, women, migrant workers and other minorities
- 4.6 Prohibiting all forms of harmful child labour, forced / trafficked labour, discrimination and harassment
- 4.7 Providing access to remedy by resolving grievances in a timely and culturally appropriate manner

## **5. Review & Amendment**

5.1 This Policy may be reviewed and amended periodically as and when required by the Board to ensure that it meets the objectives of the relevant legislation and needs of the Company and remains effective. The Board has the right to change/ amend the policy as may be expedient taking into account the law for the time being in force.

5.2 In the event of any amendment(s), clarification(s), circular(s), provision(s) etc. issued by the relevant authorities, not being consistent with the provisions laid down under this Policy, then the same shall prevail upon the provisions hereunder and this Policy shall stand amended accordingly.

## **6. Disclosure of the policy**

This policy will be uploaded on the website of the Company.