



Human Rights Policy

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1. PURPOSE

Wissen Infotech is committed to upholding internationally recognized human rights and integrating them into every aspect of its operations and partnerships. The company fosters a culture of dignity, equality, and respect, ensuring fair treatment for all employees, contractors, suppliers, and stakeholders. Through this Human Rights Policy, Wissen Infotech reaffirms its dedication to ethical business practices, ensuring Zero violation of human rights, and the promotion of a sustainable and inclusive workplace extended to the value chain as well.

2. SCOPE

This policy applies to all Wissen Infotech employees, contractors, suppliers, and business partners globally.

All employees, irrespective of role, location, or employment status, are governed by this policy along with Value chain Partners.

3. DEFINITIONS

NA

4. RESPONSIBILITIES

HR is responsible for oversight of the entire process.

5. CLAUSES COVERED UNDER THE Policy

5.1 Equal Opportunity and Diversity

Wissen Infotech promotes fairness, inclusion, and respect in the workplace. As an equal opportunity employer, the company strictly prohibits discrimination or harassment based on race, religion, disability, gender, age, sexual orientation, national origin, or any legally protected status. Through proactive initiatives, Wissen Infotech builds a diverse, equitable, and inclusive workplace that values individual differences and fosters collective success.

5.2 Harassment-Free Workplace

The company has zero-tolerance for all forms of harassment, including sexual harassment and harassment based on protected characteristics. Employees are encouraged to uphold mutual respect

and report any violations, which are promptly investigated and addressed with fairness and transparency.

5.3 Freedom of Association and Collective Bargaining

Wissen Infotech respects employees' rights to express opinions, associate freely, and engage in lawful employment-related activities, in compliance with applicable laws and company policies. While formal trade unions or collective bargaining structures are not currently in place, the company remains committed to supporting these rights if legal frameworks evolve as the employees are free to align with Unions of their choice. Employees are encouraged to voice concerns and engage in dialogue without fear of retaliation, ensuring a culture of openness and respect.

5.4 Abolition of Forced and Child Labor and Commitment to Eradicating Modern Slavery

Wissen Infotech strictly prohibits forced labor, bonded labor, human trafficking, and child labor. Employment is voluntary, with employees retaining the right to terminate employment as per contractual terms. The company complies with legal working-age requirements, working hours and prohibits practices that undermine individuals' well-being or development.

5.5 Health, Safety, and Well-Being

Employee health, safety, and well-being are core priorities. Wissen Infotech complies with all relevant health and safety regulations, provides ongoing training, and continuously improves its Health, Safety, and Environmental (HSE) standards to maintain a safe workplace.

5.6 Fair Compensation and Living Wages

Wissen Infotech ensures competitive and fair compensation that exceeds minimum wage requirements as per the applicable local regulations in all locations. The company is committed to pay Fair wages to support employees' well-being and quality of life.

5.7 Sustainability and Social Responsibility

Wissen Infotech aligns its operations with global sustainability goals, minimizing environmental impact, promoting economic development, and maintaining transparent communication through regular sustainability reporting.

5.8 Anti-Bribery and Corruption

Ethical business practices are integral to Wissen Infotech's operations. The company enforces a robust Anti-Bribery and Anti-Corruption (ABAC) policy, strictly prohibiting bribery, corruption, and unethical behavior. Employees are encouraged to report violations confidentially via a secure whistleblower mechanism.

5.9 Data Privacy and Security

Privacy is upheld as a fundamental human right. Wissen Infotech complies with all applicable data protection laws and ensures the security of personal data for employees, customers, and partners through a comprehensive Data Privacy and Cybersecurity Policy.

5.10 Employee Awareness and Empowerment

Wissen Infotech fosters awareness of human rights through regular training programs and an updated Employee Handbook detailing rights, responsibilities, and entitlements. Employees are empowered to act ethically and report violations without fear of retaliation.

5.11 Grievance Redressal

Wissen Infotech is committed to providing a safe and transparent platform for employees, contractors, and stakeholders to raise concerns regarding human rights, workplace issues, or policy violations. The company has established a robust grievance redressal mechanism, ensuring all complaints are addressed promptly, fairly, and confidentially. Employees can report concerns without fear of retaliation through designated channels, including a secure whistleblower mechanism.

5.12 Governance, Training, and Review

Wissen Infotech ensures compliance with this policy through regular stakeholder engagement, and adherence to global human rights standards. The company conducts periodic reviews of the policy to ensure relevance and alignment with emerging standards. Regular training programs reinforce employee awareness and competency in addressing human rights challenges.

5.13 Commitment

Through this policy, Wissen Infotech reaffirms its dedication to creating a respectful, inclusive, and sustainable workplace while fostering an operational ecosystem that upholds human rights and ethical business practices.