

Human Rights Policy

Objective:

This Policy lays out a common set of ethical values to ensure every Stakeholder of PDS is treated with respect and dignity.

Scope & Applicability:

This Human Rights Policy applies to all the PDS employees throughout their employment tenure placed across any of the offices, units and branches across the Company. The Policy also extends to suppliers and value chain partners associated with PDS across all locations.

Definitions/Key Terms:

- a. Company - Company means “PDS Limited”.
- b. Policy – Policy means the current policy on Human Rights, including amendments, if any, from time to time.
- c. Human Rights: Means rights inherent to all human beings, regardless of race, sex, nationality, ethnicity, language, religion, or any other status. Human rights include the right to life and liberty, freedom from slavery and torture, freedom of opinion and expression, the right to work and education, and many more. Everyone is entitled to these rights, without discrimination.

Background:

PDS Limited (hereinafter referred to as "PDS" or "The Company") is committed to promoting, upholding and respecting human rights and is guided by fundamental principles of human rights, such as those enumerated in the United Nations Universal Declaration of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work ("ILO Declaration"). PDS also adheres to the European Convention on Human Rights, the OECD Guideline for Multinational Enterprises, the United Nations Convention on the Rights of the Child, and United Nations Global Compact which help to guide and shape how PDS functions as an organization.

PDS ensures that human rights are respected across its business operation and value chain without discrimination of any sort, including but not limited to, race, color, sex, language, religion, political or other opinions, national or social origin, property, birth or other position. The Company has embedded robust processes and procedures in its ecosystem to prevent the infringement of any human rights.

Roles & Responsibilities:

The business considers it to be the duty of every employee to abide by the Policy and contribute towards a harmonious working ecosystem.

The Company shall appoint an “Vigilance Officer/Ombudsman” who would be responsible to oversee the implementation and compliance of the Policy at PDS and report any discrepancies to the concerned authority as per the organizational hierarchy.

Procedures/Implementation:

- All relevant employees would receive a mandatory training regarding the implementation and adherence to the Policy.
- The Policy shall be easily accessible on Company’s website/intranet.

Compliance & Consequences:

The Company shall ensure:

- Equal Opportunity and Non-Discrimination: PDS is always striving to ensure its workplace allows for equal opportunities regardless of age, gender, race, color, religion, political or other opinions. This also includes having a fair, open, and transparent environment. PDS also ensures that wages and other benefits are compliant with local laws and regulation.
- Healthy and Safe working Environment: PDS is committed towards a healthy and safe work environment for all its employees and other Stakeholders. The Company ensures that periodic safety assessments take place and any health hazards are immediately amended
- Harassment-Free Workplace: Every employee is bound by the employee code-of-conduct and it ensures that no forms of harassment is tolerated by the Company. The Company’s Vigil and Whistleblower mechanisms support our employees to report any incidences of harassment.
- Freedom of Association: PDS recognizes the freedom of employee to create, join, or not join an association without any form of retaliation.
- Inclusive Workplace: PDS is committed towards providing an inclusive workplace for all its employees and Stakeholders. Appropriate infrastructure is installed when and where it is required to adapt to the needs of any persons with disability. The Company also ensures that different needs of different Stakeholders are met to make PDS an inclusive workplace.
- Prohibits Child Labour and Forced Labour: PDS prohibits child laborers and has a Zero Tolerance Policy towards forced or compulsory labour including bonded labour, slavery, and human trafficking.

- **Human Rights Assessment:** PDS is committed in undertaking internal and external human rights assessment across its value chain. Through this the Company will identify, assess, and manage any human rights related risk. Additionally, all our agreements and contracts with our value chain partners have a human rights clause embedded in them.

Related Documents/References:

- United Nations Universal Declaration of Human Rights.
- International Labour Organization's Declaration on Fundamental Principles and Rights at Work ("ILO Declaration").
- European Convention on Human Rights.
- OECD Guideline for Multinational Enterprises.
- United Nations Convention on the Rights of the Child and United Nations Global Compact.
- PDS Code of Conduct.

Contact Information

The Ethics Helpline is operated by an independent, third-party provider (Ethics Global), who helps ensure the confidentiality and anonymity of calls.

Details of channels through which complaints can be registered are given below:

Channel	Link
Ethics Hotline	https://pds ltd.com/ethics-hotline/

Ownership and Review:

Ownership: This Policy shall be owned and administered by Human Resources Team.

Review: The Human Resources Team shall review the Policy periodically and any amendments to the same shall be approved by the Board of Directors.

Version History:

Version No.	Approved on	Created by	Approved by
1.	March 28, 2023	Human Resource & Compliance Team	Board of Directors