HUMAN RIGHTS POLICY

Saregama is committed to ensuring a diverse, inclusive and equitable work environment. We seek to ensure fair treatment, equality of opportunity, and fairness for all by promoting an environment built on respect and dignity. Inclusion builds a culture of belonging by actively inviting the contribution and participation of all people.

To foster these commitments as a competitive advantage, the Human Rights Policy seeks to provide guidance for harmonized relations with employee representatives based on the fundamental principles of human rights.

The Policy not only helps meet compliance but also reinforces long term relations with employees and external stakeholders. This Policy is applicable at all situations involving both employees and value chain partners, in dealing with their colleagues, business partners and public in general.

Approach to Long term Stakeholder Value

Saregama's commitment is aligned to the requirements of United Nations Universal Declaration of Human Rights and encompasses respecting and protecting human rights in every aspect of our business and remediate any adverse human rights impacts that may be resulting from or caused by our operations.

We strive for mutually beneficial relations with internal and external stakeholders, success in which is achievable in embracing the following approach in key strategic areas:

- Compliance with statutory laws and regulations of the land with this Policy.
- Ensure the highest standards of integrity and ethical conduct as per Ethics & Code of Conduct and Core Values of RP Sanjiv Goenka Group.
- Embrace open dialogues with external stakeholders.
- Institute Key Performance Indicators for every department to achieve business goal and objectives.

Our Priorities

- Obtain employee feedback at regular intervals to ensure an equitable working environment.
- Ensure productivity, discipline, work ethics and performance as set by the Management within the provisions of law.
- Prohibition of recruitment based on individual bond, debt or obligations towards the Company or its representatives. Acceptance of cash deposits or a recruitment fee to secure employment are also prohibited.
- Zero tolerance towards child labour and ensuring the minimum age standard is set at 18 or above years for employment opportunities.
- Fair treatment of all employees with dignity and ensuring no tolerance to any form of discrimination, harassment or abuse based on caste, race, birth, nationality, gender, origin, religion, disability, family responsibility, marital status, political opinion, age, union membership and sexual orientation.

Implementation of the Policy

We will ensure commitment towards a diverse, inclusive and equitable workplace by:

- Assessing human rights, workplace conditions, business integrity.
- Undertaking third party audits to build trust in our assessment for external stakeholders and to identify the non-conformities.
- Sensitizing employees on the human rights content of the Constitution of India, relevant national laws and policies and their application to businesses as outlined in the United Nations Guiding Principles for Business and Human Rights.
- Empowering employees through communication and training to identify and report cases of non-compliance that shall be investigated on confidential basis.
- Undertaking annual review of policy and processes.

