

Corporate Policy on Human Rights

POLICY OBJECTIVES& SCOPE:

Cooper Corporation Pvt Ltd and its group companies are committed to conduct business activities responsibly with integrity, honesty, and understanding of all the stakeholders. We believe that the very purpose of our existence is the society and we are accountable for ensuring a fair deal of treatment to all stakeholders. The growth of company means holistic growth of all the stakeholders including our employees, community around, suppliers and vendors, customers, promoters, financiers and all business partners. We believe that our commitment to this principle must be reflected in all aspects of our business conduct including respect for human rights. Cooper Corporation, as a policy, ensures compliance with all laws of land, rules & regulations governing labor force and human rights. Any breach of this basic policy is viewed as a serious matter and shall invoke appropriate disciplinary action, dismissal and deselection.

This policy applies to all employees and workmen and extends to all our suppliers of goods and services and all business partners who are engaged on behalf of the company.

POLICY STATEMENT:

Cooper Corporation commits itself to preserving human rights and expects all our business partners to respect the same. The following key principles form the basics of our policy on human rights including antislavery, antihuman trafficking and other basic rights declared by Indian constitution including right of association.

- Cooper Corporation does not knowingly engage with or deal with any business or agency involved in slavery, human trafficking, forced labor, child labor or involved in other human right abuses.
- Cooper Corporation does not engage or promote any forced labor, involuntary labor or child labor. Cooper Corporation does not promote any malpractices to retain employees or allow payments for securing employment or to undertake work with Cooper Corporation from anyone.
- As a part of prohibition of child labor, Cooper Corporation ensures that the age of adulthood (18 years) for all employees with verification of their substantiating documents. Cooper Corporation does not employ any one under the age of 15 at our workplaces.
- Cooper Corporation makes efforts to ensure safe, inclusive and respectful working condition through its different programs and initiatives.

- Cooper Corporation ensures fair employment practices and complies with all labor laws, rules and regulations provided by Indian Constitution for labor wages, labor service conditions, labor trade unions and safety at workplace. It ensures that no exploitation of labor happens through its thoughtfully framed long-term labor strategies and initiatives.
- Cooper Corporation believes and promotes diversity and equality and does not unfairly discriminate on any grounds including race, cast, religion, color, ancestry, marital status, gender, sexual orientation, pregnancy, maternity, age, nationality, ethnic origin, disability or any category protected by Indian constitution. Cooper Corporation recognizes and respects each employee's right to freedom of association including right to join trade unions and right of collective bargaining.

EXTENSION OF POLICY:

Across the supply chain Cooper Corporation's requirement of its supply chain partners (suppliers, vendors, contractor etc) with regards to this policy are communicated through terms and conditions of purchase order, work order, Cooper's code of conduct and other policies including Prevention of Sexual Harassment at Workplace(POSH), Vigil Mechanism Policy, Grievance redressal Policy, Anti-discrimination & Retaliation Policy, Anti-bribery, No gift policy, Environment policy, Safety policy etc through email or as a part of contract or awareness training or through display on websites or shall form part of appointment letter as appropriate and practical . Cooper Corporation ensures due diligence on third party business partners to assess the risk of human right abuses in the supply chain. Cooper Corporation reserves the contractual right to conduct audits of suppliers or vendors or ask suppliers to submit third party assessment or compliance certificate if required. Any supply chain partner found to violate human rights within their operations may be blacklisted.

PROCESS FOR DEALING WITH AN ISSUE:

All employees working with Cooper Corporation shall be made aware of this Human Rights Policy and shall be responsible for reporting on human right abuses if observed by them.

To report any concern confidentially, contact DGM-Finance on rajesh.deshpande@coopercorp.in, a officer responsible under Vigil Mechanism Policy. For seeking any guidance on the application of Human Right Policy the concern may communicate Corporate Head HR and Admin on email ID- nitin.deshpande@coopercorp.in

POLICY RESPONSIBILITY

The Human Resources Department is responsible for developing and revising this policy.

All the operational Heads are responsible for implementation of this policy and for assuring compliances. The responsibility includes distribution of this policy to all employees and partners across the supply chain.

This policy comes in effect from 8 October 2017.

(Revision-0, Effective 8.10.2017)