



ELECTRONICS CITY INDUSTRIAL TOWNSHIP AUTHORITY HUMAN RIGHTS POLICY

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ELCITA Human Rights Policy

1. INTRODUCTION

This document specifies the Human Rights Policy of ELCITA (Electronics City Industrial Township Authority). Respect for human rights is a fundamental value of ELCITA. We strive to uphold and promote human rights across all areas of our operations under the state and central government's rules on Human Rights and other relevant national and international laws (ILO conventions, Indian labor laws, Modern Slavery Act, etc.).

ELCITA is committed to ensuring compliance with human rights standards within its jurisdiction and actively works to prevent, identify, and mitigate human rights risks in its operations and value chain. We are committed to fair and equitable remediation in cases where violations occur.

The Human Rights Policy is overseen by the ELCITA Board and its leadership team, ensuring adherence to these principles in our interactions with employees, suppliers/vendors and the community.

2. SCOPE

This policy applies to:

- All employees, Committee members, contract staff, and consultants working with or for ELCITA.
- Suppliers, vendors, and business associates engaged in any form of partnership with ELCITA.
- Government bodies, NGOs, and community representatives who interact with ELCITA.

3. COMMUNITY AND STAKEHOLDER ENGAGEMENT

ELCITA recognizes its role as an integral part of the community in which it operates. We actively engage with local communities on key human rights issues, including access to essential services such as water, healthcare, and sustainable infrastructure. Our interactions extend to all members of the community, including vulnerable and disadvantaged groups, ensuring their voices are heard and considered in our decision-making processes.

We believe that local challenges are best addressed at the local level through meaningful dialogue and collaboration. ELCITA partners with stakeholders to address human rights concerns related to our operations. Through various programs, initiatives, and partnerships, we strive to promote inclusivity, sustainability, and respect for human rights within Electronics City.

4. WORKPLACE FREE FROM HARASSMENT AND BULLYING

ELCITA is committed to fostering a safe, respectful, and inclusive workplace where all individuals are treated with dignity. Our Anti-Bullying and Harassment Policy, along with the Code of Ethical Business Conduct and Prevention of Sexual Harassment (POSH) Policy, applies to all employees, contractors, vendors, and stakeholders associated with ELCITA.

Harassment includes any form of unwelcome, unsolicited, or unreciprocated behavior that creates an intimidating, hostile, degrading, humiliating, or offensive environment. It is the impact of the behavior on the recipient—rather than the intent of the person engaging in the behavior—that determines whether an action constitutes harassment.

ELCITA maintains a zero-tolerance policy toward any form of bullying, harassment, or discrimination. Employees and stakeholders are encouraged to report any incidents through confidential grievance mechanisms, ensuring that complaints are addressed.

5. PREVENTION OF SEXUAL HARASSMENT

ELCITA is committed to providing a safe and inclusive working environment that is free from any form of sexual harassment. Any act of sexual harassment or retaliation whether against or by an employee, contractor, or stakeholder—is strictly prohibited and will not be tolerated.

In compliance with the Prevention of Sexual Harassment (POSH) Act, ELCITA has implemented a comprehensive POSH policy that:

- Defines sexual harassment and outlines unacceptable behavior.
- Details preventive measures to create a respectful workplace.
- Establishes a clear grievance redressal framework, including an Internal Complaints Committee (ICC) for handling complaints confidentially and fairly.

To ensure awareness and compliance, all employees are required to undergo periodic training on the Prevention of Sexual Harassment Policy.

6. DIVERSITY AND INCLUSION

ELCITA is committed to fostering a diverse, equitable, and inclusive workplace where every individual is valued, respected, and empowered. We believe that diversity and inclusion drive innovation and growth, and we actively promote a culture that embraces differences in background, perspective, and experience.

To uphold these values, we ensure that all our policies, practices, and operations comply with applicable diversity and inclusion laws and regulations. ELCITA maintains a fair and transparent work environment, free from discrimination or harassment based on:

- Race, gender, color, nationality, or social origin
- Ethnicity, religion, age, or disability
- Sexual orientation, gender identity or expression
- Political opinion or any other status protected by law

All employment decisions—including recruitment, hiring, promotions, training, compensation, and career development—are based solely on qualifications, skills, performance, and experience.

7. FREEDOM OF INVOLVEMENT

ELCITA respects the right of employees to freely associate, participate in collective bargaining, and engage in lawful workplace representation. We are committed to providing open channels for communication and ensuring access to appropriate grievance redressal mechanisms for all employees.

8. ENABLING A FLEXIBLE WORK CULTURE:

ELCITA promotes a flexible work environment to enhance employee well-being, engagement, and productivity. We offer parental leave like paternity and maternity leave.

9. PROMOTING EMPLOYEE MORALE, SKILL UPGRADATION AND CAREER DEVELOPMENT

Our employees have access to competency development programs tailored to their roles, focusing on continuous learning across technology, domain expertise, processes, behavior, and leadership. We ensure equal access to training for all employees, regardless of gender, age, or physical abilities, with specialized programs for senior leadership. Our training initiatives are industry-benchmarked, enabling both employee growth and strategic talent development.

10. SAFE AND HEALTHY WORKPLACE

Protecting the environment, as well as the health and safety of our associates, is a top priority. The company is committed to providing a safe, healthy, and hygienic environment for all employees. We implement rigorous plans to ensure their safety and well-being while safeguarding assets and information during disruptions. We also focus on creating awareness of workplace practices, providing clear communication, instructions, and training programs to ensure all associates comply with the company's Health, Safety, and Environment policy.

10. DATA PRIVACY

ELCITA is committed to protecting the data privacy of employees (including ex-employees and retirees) and suppliers. Our data protection and privacy framework include multi-layered, password-protected authentication systems, automated tools, tracking mechanisms, audits, and information sharing on a need-to-know basis. We do not disclose information to third parties without explicit consent unless required by law. Our security incident management process ensures the reporting of data breaches and policy violations.

11. HUMAN DIGNITY

ELCITA is committed to treating all individuals engaged with our company with dignity and respect. One of our core values, "Dignity of an Individual," affirms our dedication to valuing each person's dignity, upholding their right to express disagreement, and respecting the time and efforts of others. Through our actions, we strive to nurture fairness, trust, and transparency in all interactions.

12. CHILD LABOUR

ELCITA prohibits the use of child labor, forced or compulsory labor, including bonded labor, slavery, and human trafficking. We do not hire individuals under the age of 18 and ensure strict adherence to this policy to uphold ethical labor practices.

13. GRIEVANCE MECHANISM

ELCITA implements the above standards by incorporating them into relevant policies, processes, and guidelines across all operations. We conduct training to strengthen in-house awareness and education on human rights practices. We believe that an empowered workforce is essential for receiving feedback and identifying areas for improvement.

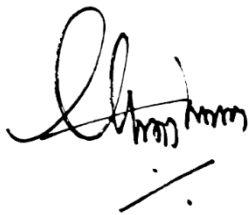
ELCITA's Whistle-blower Policy is a vital channel through which stakeholders can report actual or suspected violations. The Corporate Ombudsman oversees the investigative procedures outlined in the policy, ensuring transparency and accountability in addressing grievances.

12. HUMAN RIGHTS RISK ASSESSMENT

At ELCITA, we acknowledge that threats to human rights can arise not only from our direct operations but also from vendors, contractors, or joint ventures. As a result, we actively monitor, evaluate, and review actual or potential human rights risks across our operations. We also ensure ongoing monitoring, tracking, and auditing, with periodic reporting of outcomes.

13. POLICY REVIEW

This policy is reviewed annually or as required to align with evolving human rights standards and regulations.



Charles Hawkes

Township Development Officer