NAVA LIMITED
(Formerly Nava Bharat Ventures Ltd.)

Human Rights Policy

INTRODUCTION

We, at Nava Limited **("Nava")** recognises the valuable role that business can play in the sustainable protection of human rights, and we are committed to respecting the human rights of our Stakeholders sin line with the International Bill of Human Rights, The International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work and United Nation Global Compact.

A. PURPOSE

We are committed to respecting human rights and will avoid violations of human rights via the installation of due diligence procedures and appropriate grievance redressal systems for all stakeholders.

B. SCOPE AND APPLICABILITY

This policy applies to all employees of Nava Limited

C. PRINCIPLES AND VALUES

To ensure that no violation of human rights take place, we dedicatedly stand by the following:

1. We are committed to equal opportunity and are intolerant of discrimination and harassment. In all aspects of employment, such as recruitment, compensation and benefits, training, promotion, transfer and termination, we will treat individuals justly and in a non-discriminatory manner, solely according to their abilities to meet the requirements and standards of their role.
2. We are committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats (to the maximum extent possible).
3. We work to maintain workplaces that are free from discrimination or harassment on the basis of race, religion, caste, sex, colour or social origin, ethnicity, age, disability, sexual orientation and gender.
4. We respect our workers' right to join, form or not to join a labour union without fear of reprisal, intimidation or harassment, in accordance with applicable law.
5. We prohibit interference in any way with the establishment, functioning or administration of workers' union and collective bargaining process.
6. The safety and health of our employees is of paramount importance. Our policy is to provide a safe and healthy workplace and comply with applicable safety and health laws and regulations, as well as internal requirements.
7. We prohibit the use of all forms of forced labour, including bonded labour, modern forms of slavery and any form of human trafficking.

8. We prohibit the hiring of individuals that are under 18 years of age. We prohibit all forms of child labour, forced/trafficked labour, discrimination and harassment.
9. We respect the privacy of all our employees and business partners by taking measures that are prescribed by law to protect and secure personal data. We do not disclose anyone's personal, medical and financial information unless legally mandated
10. We maintain positive legal compliance with applicable constitutional and regulatory human rights requirements.

11. We undertake a due diligence process for identifying, assessing and managing potential risks and impacts related to human rights.
12. We are committed to promoting awareness of human rights with employees at various levels of our operations through training and communication.
13. We are committed to providing access to remedy by resolving grievances relating to human rights violations in a timely manner.
14. We encourage our business partners, contractors, suppliers to enforce these commitments and abide by them in totality in their respective work areas/ operations. We seek to collaborate with entities practising similar values.
15. We are committed to continually improving human rights performance by sharing good practices and learnings, setting and reviewing targets, and monitoring, reporting and disclosing performance.

D. IMPLEMENTATION MECHANISMS

1. The employees/ affiliates may address their complaints/ grievances or report instances in contradiction to this policy to the Human Resource department/ Senior Management. No reprisal or retaliatory action will be taken against any employee/ affiliate for raising concerns under this policy.
2. A committee may be formed/ designated to investigate the violations reported. The Committee shall evaluate the violations reported and ensure that the same is addressed and resolved. The Committee may also, in consultation with the Senior Management, provide a suitable remedy.
3. The Company may periodically undertake human rights due diligence process for management and oversight/monitoring of the policy and identify any shortcomings.

This Policy will be communicated to all operational employees and other concerned persons of the Company.