

DGP HUMAN RIGHT AND LABOUR POLICY

DGP NETWORK SOLUTIONS PVT. LTD.

Equality of Opportunity, Non-discrimination and Diversity

- We at DGP Network Solutions, do not tolerate discrimination or inequality on the basis of race, ethnicity, caste, colour, sex, religion, age, gender, sexual orientation, marital status, disability, political opinion, or national origin. We treat all our regular employees as well as temporary workers, fairly and with due respect, protecting a culture of mutual trust, and valuing differences of opinion and cultural diversity. We aim to create equal opportunities for all our employees, temporary workers and society.
- We are committed to ensuring a discrimination-free and inclusive workplace and impairing equality of opportunity and treatment in employment and require our clients and business partners to do the same.

Anti-harassment and Anti Abuse

- We prohibit any kind of harassment regardless whether this is verbal, written, mental, sexual, psychological or physical. Harassing conduct includes negative stereotyping, threatening, intimidating or hostile acts, inappropriate touching, unwelcome sexual advances, denigrating jokes and written or graphic material that degrades or shows hostility or aversion toward an individual or group. We do not tolerate any intimidation, harassment, bullying or victimization.
- We promote a safe and healthy work environment in which people can comfortably work and feel safe. We are respectful of each other in our work and interactions. We acknowledge that everyone deserves to be here - and each of us has the right to work without fear of harassment. We are committed to prevent any kind of employee mistreatment or abuse.

Health and Safety

- We are committed to create a healthy and safe working environment for all employees as well as temporary workers. Safety and health risks differ from country to country, from industry to industry, from sector to sector. We continuously assess the health and safety risks involved in each situation taking into account applicable legal responsibilities and normal business practice. On the basis of that assessment, our company will take appropriate measures to limit these risks. To achieve and keep our working environment safe and healthy we rely on the involvement and commitment of all our stakeholders.
- We are committed to provide safe and adequate infrastructure facilities including civic facilities to our employees at our office premises. We ensure that our premises have adequate facilities to safeguard and protect the employees and temporary workers from risks of fire, earthquakes and other natural calamities.

Privacy Protection

- Our core business is People. As a result, personal data is one of our core assets and must be protected at all times. So, we are committed to protect the privacy of our employees and temporary workers. This means we will only use personal data for legitimate purposes.
- We are committed to treat all personal data in an appropriate, transparent and lawful manner, completely respecting the privacy rights and interests of each individual. We will always strive to comply with local legislation and take the necessary measures to ensure the accuracy, security and confidentiality of the personal data we keep. We will take special care if we transfer personal data to third parties.

Forced Labour, Child Labour, Human Trafficking and Modern Forms of Slavery

- We at DGP Network Solutions strictly prohibit the use of all forms of forced labour, including servitude, prison labour, indentured labour, bonded or compulsory labour, military labour, modern forms of slavery and any form of human trafficking, and we firmly condemn exploitation. We strive to implement recruitment practices and client relationships that identify and mitigate any such risks in our business relationships. We believe that all our employees and temporary workers have a right to be free to choose where they want to work.
- We do not engage in child labour. The term "child labour" is defined as work that deprives children of their childhood, potential and dignity, and is harmful to their physical and mental development. We strictly adhere to statutory minimum age requirements in all jurisdictions.

Working Conditions, Working Hours and Wages

- We aim to provide a good and healthy working environment. Working hours and overtime will not exceed maximums defined by legislation and collective agreements. We ensure fair living wages and work-life balance.
- We provide employees and temporary workers with guidance and training to prepare them for future roles and prevent human rights violations.

Human Rights in Our Supply Chain

- We expect our clients and suppliers to comply with all relevant human rights standards and prevent direct or indirect violations in business operations.
- We assess and ensure that the human rights of our personnel are fully protected at all client sites and deployments.

Collective Bargaining and Freedom of Association

- It is the choice of each employee whether to join a trade union. We respect those choices without fear of reprisal in accordance with national law.

Grievance & Misconduct Reporting

- DGP encourages dialogue and an open culture where all feel comfortable raising concerns. All employees have the right to report formal grievances to Corporate HR at hr@dgpnetworksolutions.com.

HUMAN RIGHTS & LABOUR STANDARDS ACKNOWLEDGEMENT

MANDATORY FORM

I hereby solemnly affirm that I have read, understood and agree to strictly comply with all clauses of this Policy.

Employee Full Name	_____
Employee ID / Designation	ID: _____ Designation: _____
Department / Base Location	Dept: _____ Location: _____

SIGNATURE OF EMPLOYEE

(Affix Physical Signature / Stamp Digital E-Sign Here)

Date: ____ / ____ / 2026

Place: _____

DGP CORPORATE AUTHORIZED SEAL

UMESH AHIRWAR

Digitally Signed by Umesh Ahirwar
DGP Network Solutions Pvt. Ltd.
Authorized Signatory - Labour Compliance
Status: Statutorily Verified & Approved

Authority: Head - HR Operations

Base Office: Gujarat, India