




SIPL	HUMAN RESOURCE MANAGEMENT SYSTEM PROCESS	Document No: HRD/PRO/02
		Revision No: 00
	Human Rights	Revision Date: 01.01.2024

Human rights are fundamental rights and freedoms that every person is entitled to, regardless of their nationality, race, religion, gender, or other status. These rights are based on principles of dignity, equality, and respect for all individuals. Some of the key human rights include:

1. **Right to Life:** Everyone has the right to life and security of a person.
2. **Freedom from Discrimination:** Everyone is entitled to equal protection against discrimination based on race, color, sex, language, religion, political or other opinion, national or social origin, property, birth, or other status.
3. **Freedom from Slavery:** No one shall be held in slavery or servitude; slavery and the slave trade shall be prohibited in all their forms.
4. **Right to Liberty and Security:** Everyone has the right to liberty and security of person. No one shall be subjected to arbitrary arrest or detention.
5. **Right to a Fair Trial:** Everyone is entitled to a fair and public hearing by an independent and impartial tribunal, in the determination of their rights and obligations and of any criminal charge against them.
6. **Freedom of Thought, Conscience, and Religion:** Everyone has the right to freedom of thought, conscience, and religion; this includes freedom to change one's religion or belief, and freedom, either alone or in community with others and in public or private, to manifest one's religion or belief in teaching, practice, worship, and observance.
7. **Freedom of Expression:** Everyone has the right to freedom of opinion and expression; this right includes freedom to hold opinions without interference and to seek, receive, and impart information and ideas through any media regardless of frontiers.
8. **Right to Work and Fair Wages:** Everyone has the right to work, to free choice of employment, to just and favorable conditions of work, and to protection against unemployment. Everyone who works has the right to just and favorable remuneration ensuring for themselves and their family an existence worthy of human dignity.
9. **Right to Education:** Everyone has the right to education. Education shall be free, at least in the elementary and fundamental stages. Elementary education shall be compulsory.
10. **Right to Health:** Everyone has the right to a standard of living adequate for the health and well-being of themselves and their family, including food, clothing, housing, and medical care and necessary social services.

			75
Prepared By	Approved By	Issued By	Page
Bhoopendra Singh	Rahul Rawat	Bhoopendra Singh	

SIPL	HUMAN RESOURCE MANAGEMENT SYSTEM PROCESS	Document No: HRD/PRO/02
		Revision No: 00
	Human Rights Policy	Revision Date: 01.01.2024

1. Commitment to Human Rights

Sunvisors India is committed to upholding and promoting human rights in all aspects of its operations. We recognize the fundamental importance of respecting and protecting the rights and dignity of all individuals, including our employees, contractors, suppliers, customers, and the communities in which we operate.

2. Prohibition of Discrimination

Sunvisors India prohibits discrimination based on race, color, sex, religion, national origin, age, disability, sexual orientation, gender identity, or any other characteristic protected by law. We are committed to providing equal employment opportunities and a work environment free from harassment, bullying, and intimidation.

3. Child Labor and Forced Labor

Sunvisors India strictly prohibits the use of child labor and forced labor in any form. We do not hire associates or staff below 18 years old, and we ensure that all workers are employed voluntarily and fairly, with appropriate remuneration and working conditions in accordance with applicable laws and regulations.

4. Health and Safety




We are committed to providing a safe and healthy work environment for all employees. Sunvisors India complies with occupational health and safety laws and regulations, conducts regular risk assessments, provides necessary training and personal protective equipment, and promotes a culture of safety awareness and accident prevention.

5. Freedom of Association and Collective Bargaining

Sunvisors India respects the rights of employees to freedom of association and collective bargaining as recognized by law. We support the formation of employee representative bodies and engage in constructive dialogue with them to address workplace issues and improve working conditions.

6. Fair Compensation

We believe in fair and competitive compensation for our employees, ensuring that wages and benefits meet or exceed legal requirements and industry standards. Sunvisors India also promotes opportunities for career development, training, and advancement based on merit and performance.

			76
Prepared By	Approved By	Issued By	Page
Bhoopendra Singh	Rahul Rawat	Bhoopendra Singh	