

## **SIGH Human Rights and Labor Rights Policy**

SIGH is committed to upholding human rights in all SIGH operations globally and respects human rights as recognized by the principles of the United Nations Global Compact. This commitment is woven into the fabric of our core Values and is further described in our Code of Business Conduct, our business and operating policies, our health and safety governance, and our management systems. SIGH's Values are not only the foundation of our company and all we believe in, but fundamental to our success. We recognize and appreciate our responsibility with regards to:

### **1. HEALTH AND SAFETY:**

SIGH provides a safe and healthy workplace and complies with applicable safety and health laws, regulations, and policies. We are dedicated to ensuring a safe workplace by minimizing the risk of accidents, injury and exposure to health risks. We are committed to engaging with our employees to continually improve the health and safety in our workplace, including the identification of hazards and remediation of health and safety issues.

### **2. CHILD LABOR:**

SIGH does not tolerate any form of exploitative child labor. SIGH complies with all applicable laws regarding the employment of minors.

### **3. FORCED LABOR:**

SIGH opposes all forms of slavery, servitude, forced labor, and human trafficking and prohibits modern slavery in its operations, in its supply chain, and by its business partners around the globe.

### **4. FREEDOM OF ASSOCIATION:**

SIGH respects the rights of employees to join organizations or bargaining groups for representation and to engage in collective bargaining, as permitted by applicable laws in the countries where SIGH does business.

### **5. LABOR STANDARDS:**

SIGH maintains labor standards including hours, conditions, wages, and overtime pay practices that comply with the laws of the jurisdictions in which we operate. SIGH provides compensation packages which are competitive for the locations in which our employees work. This generally includes benefits appropriate for the countries in question.

### **6. NON-DISCRIMINATION:**



SIGH is committed to providing equal employment opportunities and complies with all applicable laws that prohibit employment discrimination on the basis of age, sex, gender (including pregnancy), race, color, disability, genetic information, national origin, sexual orientation, gender identity, religion, military or veteran status, or any other legally protected characteristic. All of our employment decisions are covered by this commitment, including recruiting, hiring, training, promotions, pay practices, benefits, disciplinary actions, and terminations.

## 7. SECURITY:

SIGH is committed to maintaining a workplace that is free from violence, harassment, intimidation, and other unsafe or disruptive conditions due to internal or external threats.

## 8. PRIVACY:

SIGH respects our employees' privacy and complies with all applicable laws regulating the disclosure of personal information, including data protection laws. We are transparent in our use of data, and protect the rights of our employees, Customers, and business partners.

This Human Rights Policy applies to all SIGH operations and to all locations and situations where SIGH business is conducted. All SIGH employees are responsible for ensuring compliance with this Policy. SIGH's Board of Directors including our Audit Committee and Compliance Committee where appropriate, reviews and provides oversight to the Company's Environmental, Social, and Governance initiatives.

## REPORTING CONCERNS

SIGH strives to create a workplace in which open and honest communications among all employees are valued and respected. The Company is committed to comply with applicable laws, including labor and employment laws, wherever we operate. The Company also ensures employees are aware of and understand our Business Code of Conduct and applicable business and operating policies through required training.

Any employee who believes a conflict arises between this Human Rights Policy and the laws and practices of the location where he or she works or would like to report violations of this policy may do so through one of several channels available. Employees can contact:

- Their Supervisor
- Their Human Resource Manager
- SIGH Internal Audit Department



**Signed on behalf of SIGH LTD:**

Name : Amar Chidipothu

Role : Director

Date : 6<sup>th</sup> October 2025

