



Human Rights Policy

Engineering the Future

Owner:	HR Department
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At Axiro Semiconductor Private Limited and its subsidiaries (“Axiro” or “Company”), we believe that we have a responsibility to respect human rights by playing an affirmative role in the communities we operate. We are committed to providing a platform where the human rights of all stakeholders are protected while engaging with our employees, business partners and suppliers as per globally recognized guidelines on Human Rights.

We endeavor to respect human rights by committing to:

- Strictly forbid involvement of all forms of child labor, forced/ trafficked labor.
- Ensuring fair wages to all employees and workers concerning the minimum wage guidelines and other applicable laws.
- Committed to promote and protect human rights and encouraging the culture of inclusivity across all our value chain
- Abide with the local laws and regulatory compliances concerning human rights of workers and employees.
- Provide equal opportunities based on meritocracy to all its employees and all qualified applicants for employment.
- Respect diversity by treating with dignity and without any discrimination based on gender, caste, class, religion, ethnic origin, sexual orientation, persons with disabilities, etc.
- Maintain a work environment that enables employees to work without fear of prejudice, gender bias and sexual harassment.
- Create awareness of human rights within the Company through communication and training to stakeholders.
- Engage with stakeholders in a transparent and appropriate manner to address and resolve human rights related issues concerning our business

activities.

- Conduct assessment, wherever possible, for our value chain partners at regular intervals covering all important aspects of human rights.
- Effectively resolve grievances from affected stakeholders through grievance redressal mechanism in a time bound and culturally appropriate manner.
- Endeavour to influence our suppliers, contractors and other business partners to adopt and support the development of equivalent human rights management systems. and
- Improve human rights practices continuously by sharing good practices and learnings, fixing and reviewing, and monitoring, reporting and disclosing performance.
- This Policy is applicable to all establishments of Axiro.

Review and Revision History				
(This document is reviewed twelve months once during the month of November)				
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1	V1.0	15 th November 2025	HR	Initial Version