

Doc No. SKK/ HSEQ/ Human Rights Policy/2026

## HUMAN RIGHTS POLICY

SKK Infra Solutions Pvt. Ltd., a leading organization in exploration, mining and infrastructure projects, is committed to respecting and promoting human rights in all its operations. This policy aims to ensure fair, ethical and equitable treatment of all employees, including contractor and sub-contractor employees, within the scope of our contracted work including project planning, execution and closure. It applies to all employees, contractors, suppliers and business partners associated with our operations and shall operate in alignment with applicable legal, statutory, client requirements and contractual obligations.

### Our Commitments

- Comply with all applicable labour laws, statutory requirements and internationally recognized human rights principles in all locations where the Company operates.
- Ensure fair wages, benefits and working conditions for all employees, including contractor and sub-contractor employees, in compliance with applicable laws and contractual requirements.
- Prohibit all forms of child labour, forced labour, bonded labour, slavery and human trafficking, and comply with the requirements of the Modern Slavery Act (MSA), wherever applicable.
- Respect the rights of employees to freedom of association and collective bargaining, in accordance with applicable laws.
- Ensure a workplace free from discrimination based on race, religion, caste, gender, age, disability, health status or any other legally protected category.
- Maintain zero tolerance towards sexual harassment and ensure a safe, respectful and inclusive workplace for all employees.
- Promote ethical business practices that prevent exploitation, abuse or unfair treatment of employees and workers.
- Ensure that all contractors, sub-contractors and business partners comply with this policy and applicable human rights requirements as defined in agreements and contractual conditions.
- Support and protect vulnerable communities impacted by our business activities.
- Provide effective grievance redressal mechanisms for employees and stakeholders to report concerns related to human rights violations.
- Promote awareness and training on human rights, ethical conduct and compliance requirements across all levels of the organization.
- Monitor implementation and strive for continual improvement in human rights performance.

Top Management is committed to effective implementation of this policy across all sites. All employees, contractors and business partners are responsible for compliance within their respective roles. This policy shall be communicated, understood and periodically reviewed for continual improvement. This Policy is applicable to the Company and all its subsidiaries, associate companies and affiliates.

Date - 01.05.2026



(Shashi Kant Khetan)  
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