



TSL Consulting Pvt. Ltd.

plan • develop • manage

HUMAN RIGHTS POLICY

At TSL Consulting Pvt Ltd, we are committed to upholding and advancing human rights across our organization, supply chain, and community. Our policy is guided by the Constitution of India, the Universal Declaration of Human Rights, and the United Nations Guiding Principles on Business and Human Rights. In our data-driven, consultative sales environment, we believe human rights protection is crucial for innovation, collaboration, and growth.

1. Equal Opportunity and Fair Treatment

We ensure that every individual is treated with dignity and respect, regardless of social, cultural, or personal differences. Discrimination in recruitment, compensation, and career progression is strictly prohibited. This commitment supports our diverse workforce and fuels creative problem-solving.

2. Labour Standards and Workplace Environment

Our policies adhere to all applicable laws concerning wages, working hours, and benefits. We strive for competitive, fair remuneration and encourage flexible work arrangements to balance professional and personal responsibilities. This supports a healthy, motivated workforce in our fast-paced, technology-driven sector.

3. Harassment-Free and Safe Workplace

TSL Consulting is dedicated to maintaining an environment free from harassment, violence, and any form of abuse. We implement clear guidelines and prompt redressal mechanisms to ensure a respectful, inclusive workplace where every employee feels safe and valued.

4. Prohibition of Child and Forced Labour

We do not employ minors or engage in forced labour. Our stringent selection and monitoring processes ensure that all employment practices respect the rights of individuals, and our business partners are held to the same standards.

5. Right to Privacy

TSL # 949

We are committed to protecting personal data and ensuring that sensitive information is handled with the utmost care. Our privacy protocols comply with applicable laws, and we do not disclose personal data without proper consent, safeguarding the trust of our employees and stakeholders.

6. Employee Development and Career Growth

Recognizing the value of continuous learning, we provide training and development programs to support career advancement. Our initiatives promote skill enhancement and empower employees to contribute to our innovative, consultative sales and marketing solutions.

7. Prevention of Sexual Harassment

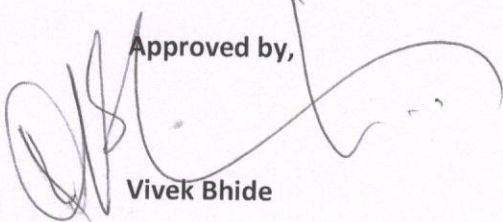
Our zero-tolerance approach to sexual harassment ensures that any related issues are promptly addressed. Detailed procedures are in place to investigate and resolve complaints, ensuring a respectful and secure work environment.

8. Communication, Feedback, and Grievance Mechanism

We encourage open communication and constructive feedback to continuously improve our practices. With dedicated grievance redressal systems, including internal complaint committees and whistle-blower channels, we maintain high ethical standards and accountability across our operations.

Date – 1st Jan 2025

Approved by,

A handwritten signature in black ink, appearing to be 'Vivek Bhide', is written over the 'Approved by,' text.

Vivek Bhide

Managing Director,

TSL Consulting Pvt Ltd