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1. INTRODUCTION

Delhivery strives to respect and promote human rights through our Human Rights Policy which is set in accordance with UN Guiding Principles on Business and Human Rights. We do our best to ensure that no abuse of human rights happens within any part of our business or supply chains and have a zero-tolerance against human rights violations. We are also committed to disseminate knowledge and awareness among all our stakeholders on human rights by conducting appropriate training sessions

2. SCOPE

This policy applies to all the employees of Delhivery and its subsidiaries.

3. POLICY PRINCIPLES

I. Equal Opportunity & Non-discrimination

Delhivery as an organization abides to be an equal opportunity employer and makes employment decisions based on merit and business needs. The Company policy prohibits harassment of any kind including age, physical or mental disability, marital status, race, religion, caste, national origin, gender, or sexual orientation. Employees are responsible for supporting the Company in its endeavor to protect others from any form of such harassment.

II. Harassment Free Workplace

Delhivery is committed to creating and maintaining a community in which all its employees can work together in an environment free of violence, harassment, exploitation, intimidation, and stress. Every person associated with the company is aware that while the Company is committed to upholding the right to freedom of speech and expression and association, it strongly supports gender equality and opposes all forms of gender discrimination, violence including manhandling and sexual harassment.

III. Occupational Health and Safety

The personal safety and health of each employee of this company is of primary importance to Delhivery. To the greatest degree possible, management will provide all mechanical and physical facilities required for personal safety and health in keeping with the highest standards. Our aim is to provide safe working environments and hence to prevent injury and ill health to our employees and all other stakeholders: clients, professionals, subcontractors, members of the public and anyone else affected by our activities, projects, or services.

IV. Data Privacy

Delhivery is committed to protect the data privacy of all its stakeholders including employees, customers, and business partners. We have implemented best in class technologies to safeguard data privacy and keep upgrading our systems as the need arises.

V. Freedom of Association and Collective Bargaining

Delhivery respects the right of employees to exercise free association, participation, collective bargaining and provides access to appropriate grievance redressal mechanisms.

VI. Child and Forced Labor

Delhivery strictly prohibits child labour and forced or compulsory labour including bonded labour, slavery, and human trafficking. We expect our suppliers and partners to prohibit the same in their operations.

VII. Modern Slavery

We respect and promote human rights and have a zero-tolerance policy towards all facets of modern slavery, as elaborated under the UN Declaration of Human Rights.

VIII. Minimum Wages

We always strive to ensure that our employees are paid in line or higher than the minimum wages prescribed by law

IX. Working Conditions

We comply with all local laws and regulatory legislations as well as industry standards and practices on matters such as Working conditions and social benefits. All our employees are entitled to reasonable rest breaks, access to toilets, rest facilities and potable water at their place of work

4. GRIEVANCE REDRESSAL

Any grievances can be directed to “HR Helpline” No.# 0124-6719661 or to the email ID “employee.grievances@delhivery.com”

5. REVIEW AND AMENDMENT

This policy shall be reviewed periodically for its suitability and updated as necessary by the competent authority.