



Human Rights Policy
Version 1.1

1	Table of Contents	
1	Table of Contents	2
2	Property Information	3
3	Document Control	3
3.1	Information	3
3.2	Revision History	3
3.3	Review and Approval	3
3.4	Distribution list	3
3.5	Effective Date	3
4	Policy Overview	4
4.1	Purpose	4
4.2	Scope	4
4.3	Exclusions	4
4.4	Ownership	4
4.5	Policy Location	4
4.6	Policy	4

2 Property Information

This document is the property information of Bigfoot Retail Solutions Private Limited (hereinafter referred to as “Shiprocket & Group companies”). The content of this document is confidential and intended only for the valid recipients. This document is not to be distributed, disclosed, published, or copied further.

3 Document Control

3.1 Information

Title	Classification	Version	Status
Human Rights Policy	Confidential	1.1	Approved

3.2 Revision History

Author(s)	Date	Version	Summary of Changes
HR Team	15 Mar 2023	1.0	Second version of the policy.
HR Team	04 Apr 2024	1.1	Changes in scope of the policy.

3.3 Review and Approval

Name	Designation	Approved on Date
Saumya Khati	CHRO	15 Mar 2023
Saumya Khati	CHRO	04 Apr 2024

3.4 Distribution list

Recipients	Location
All users	Darwinbox

3.5 Effective Date

Effective Date for this policy will be 15 Mar 2023.

4 Policy Overview

4.1 Purpose

Our commitment entails respecting human rights and seeking to avoid involvement in human rights abuses, identifying, assessing, and minimizing potential adverse impacts through due diligence and management of issues, and resolving grievances from affected stakeholders effectively.

4.2 Scope

This policy is eligible to all permanent employees joining across Shiprocket & group companies.

- ### 4.3 Exclusions

None

- ### 4.4 Ownership

This document is owned and maintained by the Shiprocket HR Team.

- ### 4.5 Policy Location

This policy is easily accessible to all Shiprocket & group companies' employees through Darwinbox App.

- ### 4.6 Policy

Organizations recognize the valuable role that business can play in the longer-term protection of human rights. All our Group Companies are committed to respecting the human rights of our workforce, communities and those affected by our operations wherever we do business (including our contractors and suppliers).

- Maintaining positive legal compliance with applicable constitutional and regulatory human rights requirements
- Undertaking an iterative, due diligence process, the focus of which is identifying, assessing, and managing potential risks and impacts.
- Aligning our existing policies, processes, and activities with our commitment to respect human rights, including those that apply to labor practices, engagement with indigenous people, land acquisition, supply chain, and security management.
- Promoting awareness of the human rights with employees at various levels of our operations through training and communication
- Engaging with stakeholders in an inclusive, transparent and culturally appropriate manner on human rights concerns related to our business activities.
- Valuing diversity, equal opportunity and the need to consider the rights of vulnerable groups such as indigenous peoples, women, migrant workers and other minorities • Prohibiting all forms of harmful child labor, forced / trafficked labor, discrimination, and harassment.
- Prohibiting any contribution to armed conflict or human rights abuses in conflict-affected and high-risk areas
- Prohibiting interference in any way with the establishment, functioning or administration of workers' organizations or collective bargaining
- Respect the right of all workers to form and join a trade union of their choice without fear of intimidation or reprisal, in accordance with national law.
- Providing access to remedy by resolving grievances in a timely and culturally appropriate manner
- Developing goodwill, creating sustainable employment, and stimulating economic opportunities in the communities that host our activities.

- Establishing clear accountability by assigning adequate resources and responsibilities for effective management of human rights risks.
- Continually improving human rights performance by sharing good practices and learnings, setting, and reviewing targets, and monitoring, reporting, and disclosing performance.

For any concerns the employees can reach out to respective HRBP

Disclaimer: The Company reserves the right to amend, suspend or withdraw this policy, guidance and procedure at any time without notice. Further, the Company reserves the right to administer discipline in such a manner as it deems appropriate to the circumstances, and may, in its sole discretion, eliminate any or all of the steps.

-----End of Document -----