



STATEMENT OF COMMITMENT

At Megawatt Solutions Private Limited, our set of core principles serve as a moral compass for how we conduct business. These principles not only outline our obligations to our customers, our employees and communities in which we operate, but also unite all our stakeholders with a common value- Fundamental rights and dignity of all people must be respected. As a clean energy solutions company, Megawatt Solutions is committed to respecting human rights in our own operations and complying with the laws of the countries in which we do business. We encourage and support our suppliers and other business partners in their efforts to act in accordance with internationally recognized human rights standards. Our commitment to respecting and protecting human rights applies to all Megawatt Solutions locations, operating companies and business operations worldwide.

Forced Labor and Human Trafficking

We do not accept or condone any aspect of forced or compulsory labor. We strictly prohibit our employees, suppliers and other business partners from engaging in child labor, human trafficking-related activities.

Safe and Healthy Work Environment

It is the policy of Megawatt Solutions that all employees work in a clean, orderly and safe environment.

Non-Discrimination and Anti-Harassment

The Company bases employment decisions on merit, considering qualifications, skills and achievements and does not and shall not discriminate on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, in any of its activities or operations. These activities include, but are not limited to, hiring and firing of staff, selection of volunteers and vendors, and provision of services. We are committed to providing an inclusive and welcoming environment for all members of our staff, clients, volunteers, subcontractors, vendors, and clients.

We will not discriminate and will take affirmative action measures to ensure against discrimination in employment, recruitment, advertisements for employment, compensation, termination, upgrading, promotions, and other conditions of employment against any employee or job applicant on the bases of race, color, gender, national origin, age, religion, creed, disability, veteran's status, sexual orientation, gender identity or gender expression.

Privacy

We are committed to protecting the privacy of those who entrust us with their personal information, including our customers, consumers, website visitors, employees and all those who do business with us.



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Human Rights

We strive to routinely review and refine our approach to addressing human rights. We are committed to ensuring compliance with the provisions of the applicable statutes including the following Acts (as amended from time to time) and the Rules (as amended) framed there under:

- # Child Labour (Prohibition and Regulation) Act, 1986
- # Contract Labour (Regulation and Abolition) Act, 1970
- # Employees' Provident Funds and Miscellaneous Provisions Act, 1952
- # Employees' State Insurance Act, 1948
- # Factories Act, 1948
- # Maternity Benefit Act, 1961
- # Minimum Wages Act, 1948
- # Payment of Bonus Act, 1965
- # Payment of Gratuity Act, 1972
- # Payment of Wages Act, 1936
- # Workmen's Compensation Act, 1923
- # Employees Compensation Act, 2010

Freely Chosen Employment

We ensure there is no forced, bonded or involuntary prison labour and that workers are not required to lodge deposits or their identity papers with their employer and are free to leave their employer after reasonable notice. Employees have the right to terminate the employment contract in accordance with local laws or the reasonable notice period as agreed upon in the contract.

Whistle blower reporting and anti-retaliation policy

An employee who intentionally files a false report of wrongdoing will be subject to discipline up to and including termination. Whistleblower protections are provided in two important areas -- confidentiality and against retaliation. The Company will not retaliate against a whistleblower

Standard working hours

The standard working hours are from 9:30AM until 5:30PM Monday through Saturday. All Sundays shall be non-working. Employees are strongly encouraged to discharge their daily responsibilities within these hours to maintain a work-life balance.

Freedom of Association

The company commits to respecting employee's rights to freedom of association and collective bargaining without interference and free from discrimination. The company will seek to prevent or mitigate any adverse impacts on this right by business partners which are directly linked to Company's operations, products and services.



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Leave due to sickness

It may be necessary from time to time for an employee to seek medical care during working hours. Company is committed to ensuring the relevant support to every employee is extended and either be paid as time worked or charged to sick leave balances.

Maternity / Paternity leave

We follow strict adherence to The Maternity leave (Amendment) Bill 2017 and all its provisions of leaves for maternity and paternity.

Freedom of Movement

We strive to ensure all guarantees provided to Indian citizens certain rights and freedoms, including the rights to move freely throughout the territory of India, to reside and settle in any part of the territory of India, to practise any profession, to carry on any occupation, trade or business, subject to reasonable restrictions, as imposed by law.

Grievance mechanism

We are committed to provide a mechanism for individual employees to raise a grievance arising from their employment while also ensuring that such grievances are dealt with promptly, fairly and in accordance with other related Policies of the Organization. This includes concerns from an employee about an action that has been taken and or an in-action, or a contemplated action in relation to them by a supervisor, another employee or from the Management.

Overtime

We are committed to ensuring compliance with all statutory provisions governing minimum wages including Factories Act, Minimum Wages Act, and others. However, it is concentrated intent of company to promote work-life balance for all employees.

Labor Broker Recruitment Fees

The company is committed in championing the Employer Pays principle and that no worker should pay for the job and costs of recruitment.

Recruiting and Termination

We are committed to establishment of fair work rules and policies, while enforcing rules fairly, using progressive disciplinary measures when necessary, establishing a performance feedback system and Investigating "last straw" incidents thoroughly.

Updates to this version of the document are made time to time with extensive input from key internal stakeholders across various functions.