

Human Rights Policy

Document Version History

Ver. No.	Release Date	Prepared/ Modified By	Reviewed By	Approved By	Description/ Change	References
1.0	1 st April 2023	Akansha Jain	Sahil Jain	Sahil Jain	Human Rights Policy	The Companies Act, 2013 and the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, Labour Codes 2025, POSH Act, RPwD Act, DPDP Act 2023, Mental Healthcare Act 2017, UNGPs
2.0	1 st April 2026	Amit Saini	Akansha Jain/ Sarthak Khurana	Sahil Jain	Human Rights Policy check controls & Updates	The Companies Act, 2013 and the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, Labour Codes 2025, POSH Act, RPwD Act, DPDP Act 2023, Mental Healthcare Act 2017, UNGPs

JEENA SIKHO LIFECARE LIMITED

120* AYURVEDA CLINICS & HOSPITALS | FREEDOM FROM 2D DISEASES & DRUGS

Registered Office Address:

SCO-11, Kalgidhar Enclave, Baltana, Zirakpur,
Punjab-140604, 01762-513185
CIN NO.: L52601PB2017PLC046545

Corporate Office Address:

B-26, Opp. Metro Pillar No. 223, Rohtak Road,
New Multan Nagar, Delhi - 110056
Email ID: cs@jeenasikho.com | www.jeenasikho.com

1. Purpose

At **Jeena Sikho Lifecare Limited** hereinafter called "**the Company**", we are committed to conducting our business with integrity, respect, fairness, and responsibility. We recognize that respect for human rights is fundamental to sustainable business and long-term value creation for all stakeholders.

This Human Rights Policy outlines the Company's commitment to respecting and promoting internationally recognized human rights throughout its operations and business relationships, while complying with all applicable laws and regulations in India.

2. Scope

This Policy applies to:

- All directors, employees, trainees, apprentices, and contract personnel of the Company
- All units, offices, warehouses, hospitals, clinics, daycares, and other business locations
- Suppliers, contractors, consultants, distributors, business partners, and other entities working with or on behalf of the Company, to the extent applicable

3. Our Commitment

The Company is committed to:

- Respecting the dignity, equality, and human rights of every individual.
- Conducting business in accordance with applicable laws and responsible business practices.
- Maintaining a workplace that is safe, healthy, inclusive, and free from discrimination and harassment.
- Identifying, preventing, and mitigating potential adverse human rights impacts arising from our operations.
- Promoting ethical conduct and responsible behaviour across our value chain.

4. Key Human Rights Principles

4.1 Equal Opportunity and Non-Discrimination

The Company provides equal employment opportunities without discrimination based on race, religion, caste, creed, gender, age, disability, marital status, sexual orientation, nationality, ethnicity, or any other status protected under applicable law.

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Employment decisions are based on merit, qualifications, performance, and business requirements.

4.2 Respect and Dignity

Every individual shall be treated with dignity and respect. The Company maintains **zero tolerance** towards any form of harassment, bullying, intimidation, abuse, or victimization.

4.3 Safe and Healthy Workplace

The Company is committed to providing a safe, secure, and healthy working environment by complying with applicable occupational health and safety laws and implementing appropriate safety management systems.

Employees are encouraged to proactively identify and report unsafe conditions.

4.4 Prevention of Child Labour and Forced Labour

The Company strictly prohibits:

- Child labour;
- Forced labour;
- Bonded labour;
- Compulsory labour;
- Human trafficking; and
- Any other form of involuntary employment.

The Company complies with all **applicable labour** laws relating to minimum age for employment and working conditions.

4.5 Fair Employment Practices

The Company is committed to:

- Fair wages and benefits;
- Reasonable working hours;
- Compliance with applicable labour laws;
- Respect for lawful employment rights; and
- Fair and transparent employment practices.

4.6 Freedom of Association

The Company respects **employees' rights to freedom of association**, collective bargaining, and lawful representation in accordance with applicable laws.

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4.7 Diversity and Inclusion

The Company promotes a diverse and inclusive workplace where individuals from different backgrounds can contribute and grow with mutual respect.

4.8 Prevention of Sexual Harassment

The Company maintains zero tolerance towards **sexual harassment** and complies with the **Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013**.

Appropriate mechanisms are established for prevention, reporting, investigation, and redressal of complaints.

4.9 Privacy and Confidentiality

The Company respects the privacy of employees, customers, business partners, and other stakeholders and protects personal information in accordance with applicable laws and internal policies.

4.10 Responsible Supply Chain

The Company encourages suppliers, contractors, and business partners to uphold ethical labour practices, respect human rights, maintain safe working conditions, and comply with applicable laws.

5. Community Engagement

As an organization engaged in Ayurvedic healthcare and wellness, the Company strives to positively contribute to society through responsible business practices, community engagement, employee welfare, environmental stewardship, and initiatives that support public health and sustainable development.

6. Governance

The Board of Directors and senior management oversee implementation of this Policy.

Management is responsible for:

- Promoting awareness of this Policy;
- Integrating human rights considerations into business processes;
- Addressing concerns in a timely and fair manner; and
- Periodically reviewing the effectiveness of this Policy.

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7. Reporting Concerns

Employees and other stakeholders are encouraged to report any suspected violation of this Policy through the Company's established grievance or whistleblower mechanisms, whereas can drop email to CS@jeenasikho.com or Akansha.jain@jeenasikho.com

The Company will investigate concerns fairly and confidentially and prohibits retaliation against any person who raises a concern in good faith.

8. Compliance

All employees and persons covered by this Policy are expected to comply with its provisions.

Non-compliance may result in appropriate disciplinary action in accordance with applicable laws and Company policies.

9. Review of the Policy

This Policy shall be reviewed periodically and may be amended by the Board of Directors or its authorized committee to reflect changes in applicable laws, regulatory requirements, and business practices.

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