

HUMAN RIGHTS POLICY

NCC Limited is committed to upholding human rights as a fundamental aspect of conducting business responsibly. We recognize our role in respecting and promoting human rights across our workforce, stakeholders, and communities affected by our operations. Our Human Rights Policy is guided by Protection of Human Rights Act, 1993, along with international guidelines such as the Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.

1. SCOPE:

This policy applies to all employees associated with NCC Limited. We expect all stakeholders to adhere to this policy and contribute to maintaining an ethical and responsible business environment

2. COMMITMENTS:

NCC Limited is committed to:

- 2.1. Establish a governance framework to oversee human rights commitments.
- 2.2. Embed a human rights-focused approach within business strategy and risk management.
- 2.3. Promote awareness and understanding of human rights among all stakeholders.
- 2.4. Champion the protection of human rights against negative business impacts.
- 2.5. Develop a fair, transparent, and consultative remediation process for addressing human rights concerns.
- 2.6. Report on human rights performance in alignment with national and global standards.

3. Implementation and Accountability

- 3.1. The NCC Limited leadership team, in collaboration with Human Resources and Compliance functions, is responsible for implementing this policy. All employees and stakeholders are encouraged to report any concerns related to human rights violations through designated channels, ensuring confidentiality and protection from retaliation.
- 3.2. NCC Limited is committed to reviewing and updating this policy periodically to align with evolving human rights standards and best practices.

4. CLARIFICATION/INTERPRETATION:

- 4.1. All matters requiring Interpretation/Clarification shall be referred to Head HR, whose decision in the matter shall be final.