



Human Rights Policy

Corporate Office

***Arkade House, Next to Children's Academy,
A.S. Marg, Ashok Nagar, Kandivali (E),
Mumbai 40 0101***



1. Purpose

Arkade Developers Limited (“Arkade”) is committed to uphold and promote **human rights across operations and value chain.**

2. Scope

Applies to:

- Employees
- Contractors & Site Workers
- Vendors & Suppliers
- Business Partners

3. Policy Statement

Arkade aligns with **international human rights standards** and respects dignity of all individuals.

4. Fair & Safe Working Conditions

The Company shall ensure:

- Safe and healthy workplace
- Fair wages and working hours
- Employee wellbeing

5. Freedom of Association

Arkade respects employees’ right to:

- Form or join associations
- Collective representation (as per law)

6. Prohibition of Child & Forced Labour

Strict prohibition across operations and supply chain.

7. Respect & Dignity

Zero tolerance for:

- Harassment
- Abuse
- Discrimination

8. Training & Awareness

- Periodic human rights awareness programs
- Sensitization across workforce

9. Supplier & Contractor Compliance

- Expected to adhere to this policy
- Compliance may be contractually mandated

10. Reporting Concerns

Concerns can be reported via HR or grievance channels.

11. Governance

HR to monitor implementation and compliance.

11. Review

Policy will be periodically reviewed by HR and Compliance.