



HUMAN RIGHTS POLICY

Digamber Capfin Limited



Document Control Page

Document Name	:	Digamber Capfin Limited – Human Rights Policy
Current Version	:	1.0

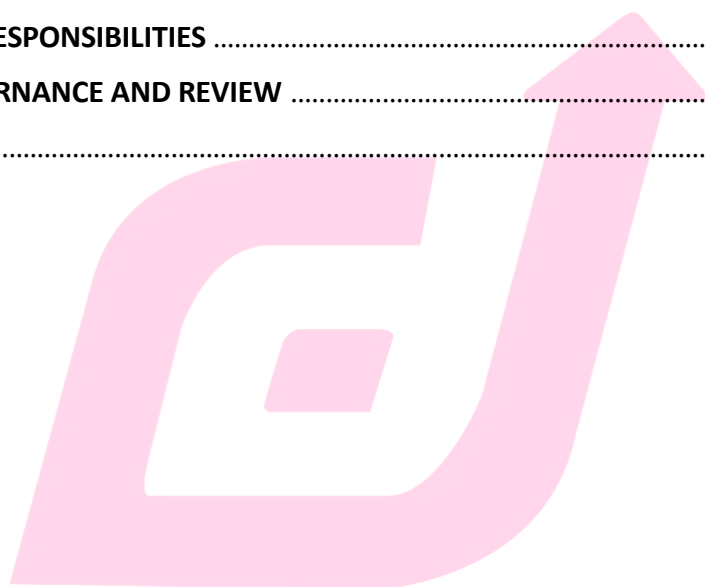
Document Owner	:	Compliance Department-Digamber Capfin Limited
Reviewed By	:	ESG Committee
Approved By	:	ESG Committee

Classification	:	Internal Use Only
Distribution List	:	Digamber Capfin Limited

Revision History	
Dates	Status
12.02.2026	Approved

Table of Contents

1. POLICY OBJECTIVES	3
2. APPLICABILITY	3
3. GUIDING PRINCIPLES AND COMMITMENTS	3
3.1 COMPLIANCE WITH LAWS AND REGULATIONS	3
3.2 DIGNITY, RESPECT AND FAIR TREATMENT	4
3.3 EMPLOYEE ENGAGEMENT AND HUMAN RIGHTS AWARENESS	4
3.4 HEALTH, SAFETY AND WELL – BEING	5
3.5 PROHIBITION OF CHILD LABOUR AND FORCED LABOUR	5
3.6 EQUAL OPPORTUNITY, DIVERSITY AND INCLUSION	5
3.7 FREEDOM OF ASSOCIATION	6
4. GRIEVANCE REDRESSAL MECHANISM	6
5. ROLES AND RESPONSIBILITIES	7
6. POLICY GOVERNANCE AND REVIEW	7
7. CONCLUSION	7



1. OBJECTIVE

At Digamber Capfin Limited ("the Company"), respect for human dignity, fairness, and ethical conduct forms the foundation of our organizational culture. We are committed to upholding and promoting human rights across all our operations.

The objective of this Policy is to:

- A. Demonstrate the Company's commitment to respecting and protecting human rights of all employees and stakeholders.
- B. Provide a broad framework to ensure that all individuals are treated with dignity, respect, and fairness.
- C. Establish clear expectations from employees to uphold human rights in their day-to-day business activities and avoid any involvement in human rights violations.

2. APPLICABILITY

This Policy applies to:

- A. All employees of Digamber Capfin Limited, including permanent, contractual, temporary, and trainees.
- B. Directors, senior management, and Board members.

The Company also expects its:

- A. Business partners
- B. Vendors
- C. Channel partners
- D. Service providers

to uphold and align with the principles of this Policy.

3. GUIDING PRINCIPLES AND COMMITMENTS

Digamber Capfin Limited is committed to the following principles to ensure adherence to human rights:

3.1 COMPLIANCE WITH LAWS AND REGULATIONS

- A. Ensure that all policies, processes, and practices comply with applicable labour laws and regulatory requirements.
- B. Adhere to laws relating to:

- i. Minimum wages
 - ii. Working hours
 - iii. Leave and holidays
 - iv. Social security and employee benefits
- C. Protect confidentiality and data privacy of employees and stakeholders.

Ensure that personal and sensitive information is not disclosed without consent, except where required by law.

3.2 DIGNITY, RESPECT AND FAIR TREATMENT

- A. Promote a workplace environment based on mutual respect, dignity, and professionalism.
- B. Prohibit any form of:
 - i. Harassment
 - ii. Bullying
 - iii. Intimidation
 - iv. Discrimination
- C. Ensure fair and respectful treatment in all employee interactions.

3.3 EMPLOYEE ENGAGEMENT AND HUMAN RIGHT AWARENESS

- A. Promote awareness of human rights through:
 - i. Regular communication
 - ii. Training programs
 - iii. Employee engagement initiatives
- B. Encourage an open and transparent culture where employees can:
 - i. Share feedback
 - ii. Raise concerns without fear
- C. Continuously improve policies and processes based on employee feedback.

3.4 HEALTH SAFETY AND WELL – BEING

- A. Provide a safe, secure, and healthy work environment across all offices and branches.

- B. Ensure compliance with occupational health and safety standards.
- C. Take proactive measures to:
 - i. Identify and mitigate workplace risks
 - ii. Prevent accidents and hazards
- D. Promote employee well-being through wellness programs and awareness initiatives.

3.5 PROHIBITION OF CHILD LABOUR AND FORCED LABOUR

- A. Strictly prohibit employment of individuals below the age of 18 years.
- B. Prohibit all forms of:
 - i. Child labour
 - ii. Forced labour
 - iii. Bonded labour
 - iv. Human trafficking
- C. Ensure that employment is voluntary and free from coercion.

3.6 EQUAL OPPORTUNITY, DIVERSITY AND INCLUSION

- A. Act as an equal opportunity employer.
- B. Ensure that employment decisions are based solely on:
 - i. Merit
 - ii. Performance
 - iii. Capability
 - iv. Business requirements
- C. Prohibit discrimination on the basis of:
 - i. Age
 - ii. Gender
 - iii. Religion
 - iv. Caste
 - v. Disability
 - vi. Marital status
 - vii. Sexual orientation

- viii. Nationality or any other protected characteristic
- D. Promote diversity and inclusion across all levels of the organization.
- E. Encourage inclusion of differently-abled individuals and underrepresented groups.

3.7 FREEDOM OF ASSOCIATION

- A. Respect employees' right to:
 - i. Form or join associations
 - ii. Participate in collective dialogue
 - iii. Choose not to associate
- B. Ensure that no employee is subjected to retaliation for exercising these rights.
- C. Commit to engaging in constructive and good-faith dialogue with employee representatives, where applicable.

4. GRIEVANCE REDRESSAL MECHANISM

- A. The Company provides a structured and confidential mechanism for reporting human rights concerns.
- B. Employees are encouraged to report any concerns through:
 - i. HR channels
 - ii. Reporting managers
 - iii. Designated grievance platforms
- C. The Company ensures:
 - i. Prompt investigation
 - ii. Fair and unbiased resolution
 - iii. Protection against retaliation
- D. The Company has constituted:
 - i. Internal Committee (IC) in accordance with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013
 - ii. Appropriate committees and processes to address misconduct and ethical concerns
- E. All complaints will be handled with sensitivity, confidentiality, and seriousness.

5. ROLES AND RESPONSIBILITIES

Employees

- A. Adhere to the principles outlined in this Policy
- B. Treat colleagues and stakeholders with dignity and respect
- C. Report any violations or concerns promptly

Management (Key Managerial Personnels and Senior Management Personnels)

- A. Ensure implementation and compliance with this Policy
- B. Promote awareness and training
- C. Foster a culture of openness and ethical behaviour

Human Resources

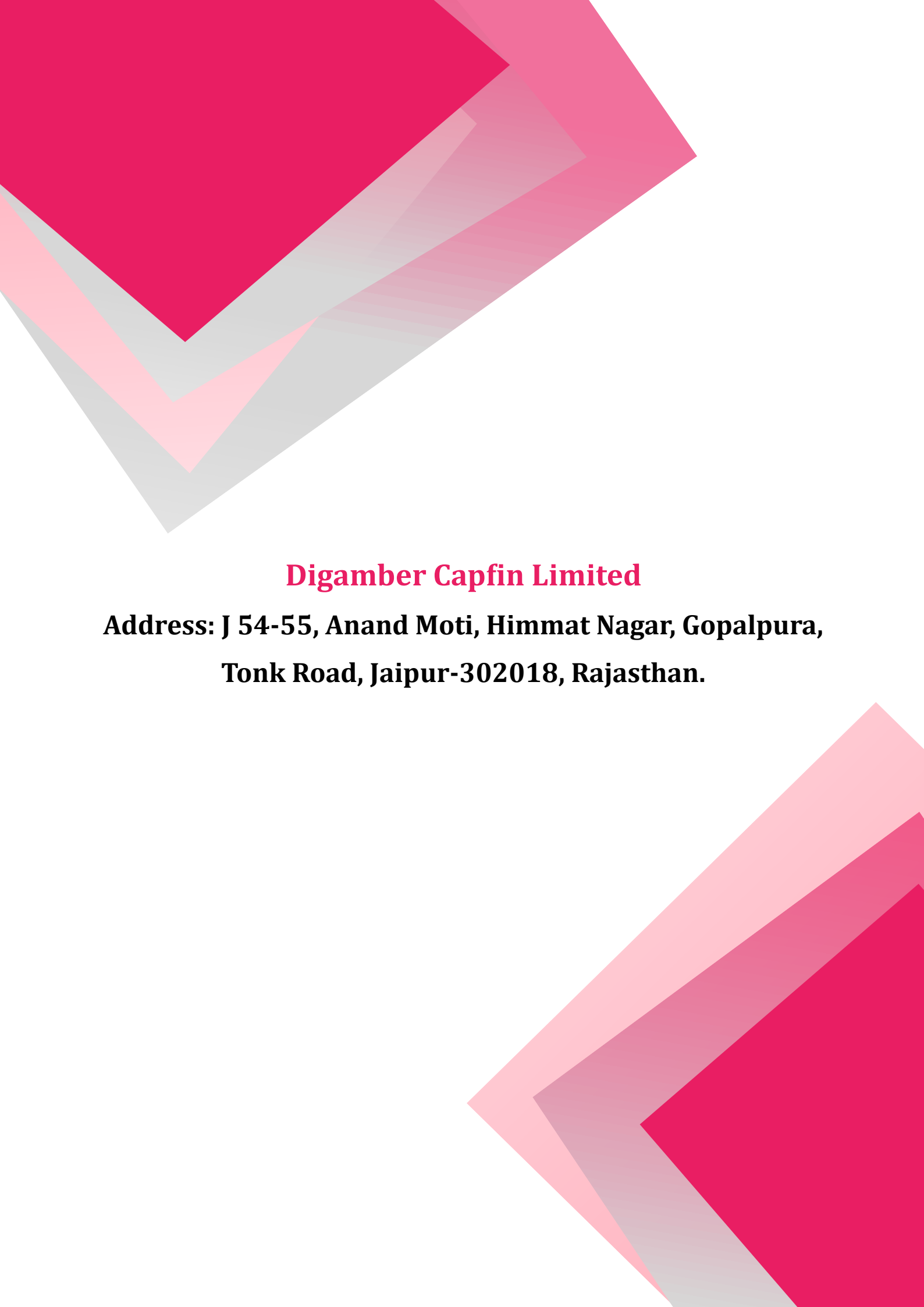
- A. Monitor adherence to human rights practices
- B. Facilitate grievance redressal
- C. Periodically review and update the Policy

6. POLICY GOVERNANCE AND REVIEW

- A. This Policy shall be approved by the ESG Committee.
- B. It shall be reviewed periodically or as required by changes in regulatory or business environment.
- C. Any amendments shall be communicated to all stakeholders.

7. CONCLUSION

Digamber Capfin Limited is committed to conducting its business in a manner that respects human rights and promotes ethical and responsible practices. Upholding these principles is essential to building a sustainable, inclusive, and responsible organization.



Digamber Capfin Limited

**Address: J 54-55, Anand Moti, Himmat Nagar, Gopalpura,
Tonk Road, Jaipur-302018, Rajasthan.**