

HUMAN RIGHTS AND WORKER WELFARE POLICY



01/04/2023
EFFECTIVE DATE



03
REVISION NO.

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INTRODUCTION

At Meridian Global Ventures Pvt Ltd Group, we are dedicated to fostering a positive and inclusive work environment through our comprehensive social policies. These policies include our Working Conditions Policy, Health Hazards Policy, Community Development Policy, CSR Policy, Child Labour Policy, Forced Labour Policy, Human Rights Policy, Learning and Development Policy, Freedom of Association Policy, Social Dialogue Policy, Diversity, Equity, and Inclusion (DEI) Policy, and Living Wage Policy. By implementing these policies, Meridian Global Ventures Pvt Ltd Group underscores our commitment to social responsibility and the well-being of our employees and communities.

SCOPE:

This policy applies to all sites under Meridian Global Ventures Pvt Ltd Group purview, encompassing employees, workers, subcontractors, and all other stakeholders:

Sr. N o.	Site	Address
1	TULIP CREATION	D.No.3/10 C ATHUPALAYAM ROAD, 11 CHETTIPALAYAM V ILLAGE, POONDI, TIRUPUR-641 652
2	TULIP IMPEX	D.NO 369/2B,1 ST Floor, KS THOTTAM, MAHAVISHNU NAG AR ANGERIPALAYAM ROAD, TIRUPUR-641 603
3	MERIDIAN INTERN ATIONAL	SF NO 365, KG NAGAR, PITCHAMPALYAM PUDUR, TIRUP UR-641 603.

POLICY STATEMENT

Meridian Global Ventures Pvt Ltd Group is committed to fostering a thriving and inclusive workplace by integrating social responsibility with our business strategies. Our dedication extends to promoting the well-being, growth, and rights of our employees and communities. This encompasses ensuring safe and healthy working conditions, investing in continuous learning and development, embracing diversity, equity, and inclusion, upholding human rights, preventing child and forced labor,

fostering positive labor relations, engaging and developing communities, supporting freedom of association, and ensuring a living wage. Through these efforts, we aim to build a more equitable and sustainable future for all stakeholders.

DUE DILIGENCE

At Meridian Global Ventures Pvt Ltd Group, our due diligence process for social policies is designed to ensure comprehensive adherence to ethical standards and proactive management of social responsibilities. This process encompasses various key components and procedures applicable to all our social policies, including Working Conditions, Health Hazards, Community Development, CSR, Child Labour, Forced Labour, Human Rights, Learning and Development, Freedom of Association, Social Dialogue, Diversity, Equity, and Inclusion (DEI), and Living Wage.

KEY COMPONENTS:

1. Assessment and Auditing:

- Conduct regular assessments and audits to evaluate compliance with each social policy.
- Identify areas for improvement and ensure operations meet regulatory standards and internal benchmarks.

2. Monitoring and Reporting:

- Implement continuous monitoring systems to track performance metrics related to working conditions, health and safety, community impact, and employee well-being.
- Maintain detailed records and prepare regular reports on social performance to ensure transparency and accountability.

3. Implementation of Best Practices:

- Adopt and integrate best practices in social responsibility across all operations.
- Utilize advanced methodologies and innovative solutions to enhance employee welfare and community engagement.

4. Employee Training and Engagement:

- Provide ongoing training and education to employees on social policies and ethical practices.

- Foster a culture of responsibility and encourage employee engagement in social initiatives.

5. Stakeholder Collaboration:

- Engage with stakeholders, including employees, suppliers, customers, and local communities, to promote shared social goals.
- Collaborate on projects and initiatives that enhance overall social performance and community well-being.

6. Continuous Improvement:

- Regularly review and update social policies to reflect new regulations, technological advancements, and best practices.
- Set measurable targets for improvement and implement action plans to achieve these goals.

Application of Due Diligence in Social Policies

The due diligence process is applied across all our environmental policies, including:

- Health hazards
- Working conditions
- Learning and development
- Diversity, equity, and inclusion practices
- Human rights protection
- Child labour prevention
- Forced labour prevention
- Labour relation
- Community engagement and development
- Freedom of association
- Living wage

By implementing this due diligence process, Meridian Global Ventures Pvt Ltd Group ensures that our social policies are effectively integrated into our operations, driving ethical conduct and enhancing the well-being of our employees and communities.

CORE SOCIAL PRINCIPLES:

1. **Safe & Sound:** Health Hazards and Working Conditions
2. **Empower & Educate:** Learning, Development, and Diversity Practices
3. **Rights & Respect:** Human Rights, Child Labor, and Forced Labor Prevention
4. **Fair & Free:** Labor Relations, Freedom of Association, and Living Wage
5. **Community Care:** Community Engagement and Development

OUR GOALS & COMMITMENTS (Baseline Year: 2022)

Health Hazards:

- Establish and enforce robust safety protocols and regular training for all employees to minimize workplace accidents and injuries.
- Decrease workplace accidents by 40% by Year 2030 compared to Year 2022 through improved safety protocols and training.
- Achieve 100% compliance in the use of personal protective equipment by all workers by Year 2026, maintaining this level through Year 2030.
- Reduce airborne contaminants in production areas by 30% by Year 2030 through enhanced ventilation and air filtration systems compared to Year 2022 levels.
- Conduct emergency drills semi-annually for 100% of the workforce by Year 2026, and maintain this frequency through Year 2030.

Working Conditions:

- Guarantee that all workers receive fair wages that meet or exceed the living wage standard.
- Implement health programs, provide access to healthcare, and support initiatives that promote physical and mental well-being.
- Increase the percentage of workers earning a living wage to 100% by Year 2030, compare to Year 2022.
- Ensure 100% of workers have access to clean drinking water, sanitary facilities, and proper ventilation by Year 2030.
- Reduce average working hours to a maximum of 48 hours per week (excluding overtime) for 100% of workers by Year 2030.

Learning and development

- Create comprehensive training programs tailored to different roles and skill levels within the industry.
- Provide targeted skill development initiatives to help employees advance their careers and stay updated with industry trends and technologies.
- Launch skill development initiatives for 90% of employees by Year 2028, ensuring ongoing professional growth.

Diversity, equity, and inclusion practices

- Develop and implement a comprehensive DEI strategy across all levels of the organization.
- Create clear, equitable pathways for career advancement, ensuring all employees have equal access to promotions and professional growth.
- Establish fair and inclusive recruitment practices to ensure a diverse workforce, eliminating biases in hiring processes.
- Achieve gender parity in management positions, with 50% female representation by Year 2030, compare to baseline year 2022.
- Reduce the gender pay gap to zero across all job levels by Year 2030, from an average of 15% in Year 2022.
- Increase representation of historically marginalized groups (e.g., based on caste, ethnicity, and disability) in the workforce to match regional demographics by Year 2030.

External stakeholder Human rights protection:

- Implement a comprehensive human rights due diligence process across all operations and supply chains.
- Ensure transparency in reporting on human rights practices and incidents
- Promote awareness of human rights among employees, suppliers, and stakeholders.
- Conduct human rights impact assessments for 100% of operations and key suppliers by Year 2030, with annual reviews thereafter.

- Ensure 100% of workers have access to effective grievance mechanisms by Year 2026, with a target resolution rate of 95% within 30 days.

Prevention of Discrimination and Harassment

- Conduct annual workplace climate surveys covering the entire workforce.
- Maintain a workplace free from all forms of discrimination, harassment, and abuse, whether based on race, gender, religion, disability, age, sexual orientation, or other status.
- Implement a zero-tolerance policy for sexual harassment, bullying, and verbal or physical abuse.
- Provide regular training for all employees and managers on respectful workplace behaviour and reporting procedures.
- Deliver annual anti-discrimination and anti-harassment training to 100% of employees.
- Train 100% of managers and supervisors annually on identifying and responding to harassment complaints.

Child labour prevention:

- Implement a zero-tolerance policy for child labor across all operations and supply chains.
- Promote decent work opportunities for adults to reduce economic pressures leading to child labor.
- Achieve 100% compliance with minimum age requirements across all operations and tier 1 suppliers by Year 2030.
- Extend child labor audits to 100% of tier 2 and tier 3 suppliers by Year 2030, compare to Year 2022.
- Implement robust age verification systems in 100% of hiring processes across the supply chain by Year 2030.
- Conduct child labor risk assessments for 100% of sourcing regions annually, starting Year 2030.
- Establish child labor remediation programs in 100% of high-risk sourcing areas by Year 2030.

Forced labour prevention:

- Conduct regular and comprehensive audits of all production sites and supply chains to detect and address any instances of forced labor.
- Work closely with suppliers to ensure they adhere to anti-forced labor policies, including clear contractual obligations and regular assessments.
- Provide training and resources to educate workers about their rights and the signs of forced labor, and how to report any issues.
- Ensure 100% of workers (including migrant workers) have freedom of movement and possession of their personal documents by Year 2030.
- Extend forced labor audits to 100% of tier 1 and tier 2 suppliers by Year 2030, compare to Year 2022.

Prevention of Human Trafficking and Modern Slavery

- Prohibit any form of human trafficking, bonded labor, or modern slavery within our operations or supply chain.
- Require recruitment agencies and suppliers to comply with labor rights standards, including verification of identity, age, and employment terms.
- Train relevant departments (e.g., HR, Procurement, Compliance) to identify warning signs of trafficking or exploitation.
- Audit 100% of recruitment agencies and labor contractors for compliance by 2030.
- Include anti-trafficking and modern slavery clauses in 100% of supplier contracts by 2030.

Labour relation:

- Establish and maintain open and transparent communication channels between management and employees to address concerns and improve relations.
- Facilitate and support the formation of worker committees or unions to ensure employees have a voice in decision-making processes.
- Train 100% of managers in labor relations practices annually starting Year 2030.
- Conduct annual reviews to ensure 100% compliance with labor laws and ethical standards starting Year 2026.

Community engagement and development:

- Establish and maintain partnerships with local community organizations and stakeholders to support community development initiatives.
- Engage in community projects that promote environmental sustainability, such as tree planting, waste reduction programs, and water conservation initiatives.
- Create channels for community members to provide feedback and voice concerns about the company's impact on their local environment and well-being.
- Achieve 50% local hiring in operational areas by Year 2030, compared to Year 2022
- Invest 1.5% of net profit annually in educational initiatives and community development programs by Year 2022.
- Implement health programs benefiting 100% of local communities in areas surrounding operational sites by Year 2030.
- Establish partnerships with at least 7 local organizations focused on community development and welfare by Year 2030.

Freedom of association:

- Implement and uphold policies that guarantee workers' right to freely form and join unions or worker associations without fear of retaliation or discrimination.
- Provide training to management and employees on the importance of freedom of association, collective bargaining, and workers' rights.
- Facilitate at least 3 collective bargaining agreements annually, with active participation from both management and worker representatives, starting Year 2030.

Living Wages:

- Develop and define living wage standards that reflect the cost of living in operational regions, ensuring that wages meet or exceed these standards.
- Train management on the importance of living wages and wage setting.
- Conduct annual wage reviews and adjustments to ensure wages meet or exceed living wage standards, starting Year 2026.
- Implement systems to monitor and ensure compliance with living wage, addressing any discrepancies promptly.

- From 2026, 100% of employees will be paid at or above the Living Wage benchmark.
- Maintain 100% compliance with Living Wage standards across all employees through annual wage reviews.

RESPONSIBILITY

➤ Health Hazards Policy

- **Responsibility:** Chief Sustainability Officer, Social Responsibility Manager, Human Resources Manager
- Develop and enforce health and safety protocols to protect employees from occupational health hazards, ensure compliance with health regulations, and promote a safe working environment.

➤ Working Conditions Policy

- **Responsibility:** Chief Sustainability Officer, Human Resources Manager, Social Responsibility Manager
- Ensure that working conditions meet or exceed legal and ethical standards, including workplace safety, ergonomics, and employee well-being.

➤ Learning and Development Policy

- **Responsibility:** Human Resources Manager, Social Responsibility Manager
- Design and implement training and development programs to enhance employee skills, promote career growth, and ensure ongoing professional development.

➤ Diversity, Equity, and Inclusion Practices

- **Responsibility:** Human Resources Manager, Social Responsibility Manager
- Promote and implement policies that support diversity, equity, and inclusion within the workplace, including recruitment practices, employee support, and creating an inclusive culture.

➤ Human Rights Protection Policy

- **Responsibility:** Chief Sustainability Officer, Social Responsibility Manager, Governance and Compliance Manager

- Ensure that all company operations and practices uphold human rights principles, including preventing discrimination, harassment, and ensuring fair treatment.
- **Child Labour Prevention Policy**
 - **Responsibility:** Social Responsibility Manager, Governance and Compliance Manager
 - Develop and enforce policies to prevent child labor in the supply chain and ensure compliance with international labor standards.
- **Forced Labour Prevention Policy**
 - **Responsibility:** Social Responsibility Manager, Governance and Compliance Manager
 - Implement measures to prevent forced or coerced labor practices in all operations and supply chains, ensuring ethical labor practices.
- **Labour Relations Policy**
 - **Responsibility:** Human Resources Manager, Social Responsibility Manager
 - Foster positive labor relations through effective communication, negotiation, and conflict resolution, and ensure fair labor practices.
- **Community Engagement and Development Policy**
 - **Responsibility:** Social Responsibility Manager, Communications Manager
 - Develop and manage community engagement programs that contribute to local development, support community initiatives, and build positive relationships with stakeholders.
- **Freedom of Association Policy**
 - **Responsibility:** Human Resources Manager, Social Responsibility Manager
 - Ensure that employees have the right to freely associate, join unions, or participate in collective bargaining activities, in accordance with local and international labor laws.
- **Living Wage Policy**
 - **Responsibility:** Human Resources Manager, Social Responsibility Manager, Finance Manager

- Implement policies to ensure that all employees are paid a living wage that meets their basic needs and supports their well-being.

CONSEQUENCES OF VIOLATIONS OF SOCIAL POLICIES

Meridian Global Ventures Pvt Ltd Group is deeply committed to fostering a supportive and inclusive workplace, ensuring the well-being of our employees, and upholding social responsibility. Violations of social policies are treated with utmost seriousness and will result in the following consequences:

1. Disciplinary Actions

- **Verbal and Written Warnings:** Employees or departments found violating social policies will receive formal warnings, documenting the violation and the required corrective actions.
- **Probation:** Repeated or severe violations may result in the responsible individuals or departments being placed on probation, during which their activities will be closely monitored.

2. Fines and Penalties

- **Internal Fines:** Financial penalties may be imposed on departments or individuals responsible for violations to cover the costs of remediation and reinforce the importance of compliance.

3. Remediation and Corrective Actions

- **Mandatory Training:** Individuals or departments involved in violations will be required to undergo additional training on social policies and best practices.
- **Corrective Measures:** Immediate actions must be taken to rectify the violation, including implementing new controls, procedures, or practices to prevent recurrence.

4. Performance Reviews and Impact on Career Progression

- **Impact on Evaluations:** Violations of social policies will negatively affect performance evaluations, potentially impacting bonuses, promotions, and career advancement opportunities.

- **Restricted Responsibilities:** Individuals responsible for repeated violations may have their roles and responsibilities reassessed and potentially limited to prevent further breaches.

5. Legal and Regulatory Consequences

- **Legal Action:** Severe violations may result in legal action being taken against the responsible parties, including potential civil or criminal charges.
- **Regulatory Compliance:** Non-compliance with labor laws and social regulations will be reported to relevant authorities, and the company will cooperate fully with any investigations.

6. Reputational Damage

- **Public Disclosure:** Significant violations may be publicly disclosed, impacting the company's reputation and stakeholder trust. This could result in loss of business, partnerships, and investor confidence.
- **Media Coverage:** Negative media coverage stemming from social policy violations can damage the company's brand and public image, leading to long-term reputational harm.

7. Employee and Community Impact

- **Restoration and Support:** The responsible parties will be required to participate in and finance the restoration of any harm caused by the violation, including providing support to affected employees or communities.
- **Monitoring and Reporting:** Increased monitoring and reporting requirements may be imposed to ensure ongoing compliance and to demonstrate commitment to social responsibility.

8. Impact on Workplace Culture

- **Team Dynamics:** Violations that affect workplace culture, such as harassment or discrimination, will lead to interventions aimed at restoring a positive and inclusive work environment.
- **Mediation and Counselling:** Mediations and counselling sessions may be mandated to address and resolve issues stemming from social policy violations.

By enforcing these consequences, Meridian Global Ventures Pvt Ltd Group aims to ensure strict adherence to its social policies, fostering a culture of respect, inclusivity,

and responsibility. This approach not only mitigates risks but also reinforces the company's dedication to social well-being and ethical conduct.

REPORTING MACHENISM:

Meridian Global Ventures Pvt Ltd Group's reporting mechanism for the implementation of social policies ensures transparency, accountability, and effective management of social performance. The following steps outline the process:

1. Regular Monitoring and Data Collection

- **Responsibility:** Social Responsibility Manager, Human Resources Manager
- **Actions:** Continuously monitor and collect data related to key social metrics such as working conditions, employee health and safety, training and development, diversity, equity, and inclusion, and community engagement. Utilize surveys, HR systems, and other tools to gather accurate data.

2. Internal Reporting

- **Responsibility:** Social Responsibility Manager
- **Actions:** Prepare detailed internal reports on the implementation and performance of social policies. These reports should include data analysis, progress towards targets, and any issues encountered. Reports should be generated quarterly and annually.

3. Review and Analysis

- **Responsibility:** Chief Sustainability Officer, Social Responsibility Manager
- **Actions:** Conduct regular reviews of the internal reports to assess the effectiveness of social policies. Analyze data trends, identify areas of improvement, and determine if corrective actions are needed. Review meetings should be held quarterly.

4. Management and ESG Committee Oversight

- **Responsibility:** ESG Committee, Chairperson
- **Actions:** Present internal reports to the ESG Committee during scheduled meetings. Discuss progress, challenges, and required actions. Ensure that the ESG Committee provides guidance and approves any necessary adjustments to policies or practices.

5. External Reporting

- **Responsibility:** Communications Manager, Finance Manager
- **Actions:** Prepare and publish annual social responsibility reports or sustainability reports for external stakeholders, including investors, regulatory bodies, and the public. Include information on policy implementation, performance metrics, and achievements. Ensure compliance with relevant reporting standards and regulations.

6. Stakeholder Feedback

- **Responsibility:** Communications Manager
- **Actions:** Collect feedback from stakeholders, including employees, community members, and other relevant parties, regarding the company's social performance. Use surveys, focus groups, and direct feedback mechanisms to gather insights and address concerns.

7. Corrective Actions and Improvement Plans

- **Responsibility:** Social Responsibility Manager, Human Resources Manager
- **Actions:** Based on the analysis of internal and external reports, develop and implement corrective action plans to address any identified issues or non-compliances. Track the progress of these actions and make necessary adjustments to policies and practices.

8. Documentation and Record-Keeping

- **Responsibility:** Social Responsibility Manager
- **Actions:** Maintain thorough documentation of all monitoring activities, reports, reviews, and corrective actions. Ensure that records are up-to-date, secure, and accessible for audits and regulatory reviews.

9. Annual Social Review

- **Responsibility:** Chief Sustainability Officer, ESG Committee
- **Actions:** Conduct an annual review of social policies and performance. Evaluate the effectiveness of the reporting mechanism, make recommendations for improvements, and set new targets for the coming year.

By following this reporting mechanism, Meridian Global Ventures Pvt Ltd Group ensures that social policies are effectively implemented, performance is transparently reported, and continuous improvement is achieved in our social responsibility efforts.

SDG ALIGNMENT:

At Meridian Global Ventures Pvt Ltd Group, we are committed to aligning our social policies with the United Nations Sustainable Development Goals (SDGs). These goals provide a comprehensive framework to address global social challenges and promote equitable development. By integrating the SDGs into our social strategies, we aim to foster inclusive growth, enhance employee well-being, and support vibrant communities. This alignment underscores our dedication to social equity, human rights, and creating a positive impact on society.



REVIEW MACHENISM:

The Social Policy Review Mechanism is overseen by the Chief Human Resources Officer and conducted once every two years. The Chief Human Resources Officer collects and analyses data on social metrics such as working conditions, employee development, diversity and inclusion, and community engagement. A detailed internal report is prepared, and the findings are thoroughly evaluated to assess policy effectiveness and identify areas for improvement. Based on the review's outcomes and recommendations, the Chief Human Resources Officer develops and implements corrective action plans, ensuring progress is tracked and documented. This rigorous

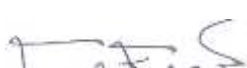
review mechanism guarantees that our social policies remain aligned with the SDGs and reinforces our commitment to sustainable development.

REVISION HOSTORY

Effective Date: 01/04/2022

Next Review Date: 01/04/2026

Last Review Date: 01/04/2025

Revision	Date	Reviewed by	Review outcome	Approved by
01	01-04-2022	HR Manager	Initial release	
02	01-04-2024	HR Manager	Add commitment Community engagement and development	
03	01-04-2025	HR Manager	Add Employee Acknowledgment Form and Updates Targets	

EMPLOYEE ACKNOWLEDGMENT FORM FOR MERIDIAN INTERNATIONAL

I acknowledge that I have received, read, and understood the Meridian Global Ventures PVT LTD (Meridian International Site) Human Rights and Worker Welfare Policy.

I recognize the company's commitment to upholding fundamental human rights, ensuring fair treatment, and fostering a safe, respectful, and inclusive workplace for all employees.

I understand my responsibility in supporting this policy by treating colleagues with dignity and respect, rejecting all forms of discrimination, harassment, or forced labor, and complying with applicable labor laws and international standards. This includes supporting freedom of association, ensuring fair working conditions, promoting diversity, and contributing to a healthy and safe work environment.

I also commit to reporting any violations of human rights or worker welfare standards through the appropriate channels and to actively contribute toward creating a culture of fairness, equality, and mutual respect within the organization.

By signing below, I confirm my commitment to upholding the Human Rights and Worker Welfare Policy and supporting the company's ongoing efforts to protect and promote the rights and well-being of all employees.

Employee Name: MUTHUKANNAN V

Department: SEWING

Site: Meridian International Site

Employee Signature:

Date: 03/04/2025

For MERIDIAN GLOBAL VENTURES PVT LTD

General Manager Purchase & Admin

EMPLOYEE ACKNOWLEDGMENT FORM FOR TULIP CREATION

I acknowledge that I have received, read, and understood the Meridian Global Ventures PVT LTD (Tulip Creation Site) Human Rights and Worker Welfare Policy.

I recognize the company's commitment to upholding fundamental human rights, ensuring fair treatment, and fostering a safe, respectful, and inclusive workplace for all employees.

I understand my responsibility in supporting this policy by treating colleagues with dignity and respect, rejecting all forms of discrimination, harassment, or forced labor, and complying with applicable labor laws and international standards. This includes supporting freedom of association, ensuring fair working conditions, promoting diversity, and contributing to a healthy and safe work environment.

I also commit to reporting any violations of human rights or worker welfare standards through the appropriate channels and to actively contribute toward creating a culture of fairness, equality, and mutual respect within the organization.

By signing below, I confirm my commitment to upholding the Human Rights and Worker Welfare Policy and supporting the company's ongoing efforts to protect and promote the rights and well-being of all employees.

Employee Name: NATARAJ G

Department: SEWING

Site: Tulip Creation

Employee Signature:



Date: 03/04/2025

For MERIDIAN GLOBAL VENTURES PVT LTD

General Manager Purchase & Admin

EMPLOYEE ACKNOWLEDGMENT FORM FOR TULIP IMPEX SITE

I acknowledge that I have received, read, and understood the Meridian Global Ventures PVT LTD (Tulip Impex Site) Human Rights and Worker Welfare Policy.

I recognize the company's commitment to upholding fundamental human rights, ensuring fair treatment, and fostering a safe, respectful, and inclusive workplace for all employees.

I understand my responsibility in supporting this policy by treating colleagues with dignity and respect, rejecting all forms of discrimination, harassment, or forced labor, and complying with applicable labor laws and international standards. This includes supporting freedom of association, ensuring fair working conditions, promoting diversity, and contributing to a healthy and safe work environment.

I also commit to reporting any violations of human rights or worker welfare standards through the appropriate channels and to actively contribute toward creating a culture of fairness, equality, and mutual respect within the organization.

By signing below, I confirm my commitment to upholding the Human Rights and Worker Welfare Policy and supporting the company's ongoing efforts to protect and promote the rights and well-being of all employees.

Employee Name: Rajiv Gandhi

Department: SEWING

Site: Tulip Impex Site

Employee Signature



Date: 03/04/2025

For MERIDIAN GLOBAL VENTURES PVT LTD

General Manager Purchase & Admin