



RENAISSANCE JEWELLERY LTD.

Human Rights Policy

The Management of Renaissance Jewellery Ltd recognizes that intellectual capital is a key element in achieving the organization's goals and is committed to adopting and implementing the following code of conduct with respect to employee rights and relations at all levels in the company :-

- The organization is committed in supporting, promoting respect for and protects the fundamental human rights expressed in the Universal Declaration of Human Rights, the UN Global Compact and in relevant International Labour Organization Conventions.
- The organization is committed to treat all employees in the organization with equality, respect and dignity.
- The organisation will not discriminate and will not interfere in the right of the employee on the basis of race, caste, creed, national origin, gender, religion, disability, union membership or political affiliation.
- The management strongly discourages that no child labour and adolescent labour is employed directly or through contractors, stake holders as per the rules governing such employment.
- The organisation will not allow sexually coercive, threatening, abusive or exploitative behaviour.
- The management will not indulge in or permit the use of corporal punishment, mental or physical coercion or verbal abuse.
- The management will comply with all the relevant statutory regulations relating to employee and worker rights.
- The organization will not tolerate any reported incidents relating to direct or indirect physical, sexual, racial, religious, psychological, verbal, or any other form of harassment or abuse, or any other form of intimidation or degrading treatment.
- The organization encourages all employees to report any form of human rights violation which can be addressed either directly to the management or through a Whistleblower policy and is committed to investigating the issue and initiating corrective action.
- The organization ensures that it does not enter into any business transactions with suppliers/customers, when it has 'prior information' of human rights violation by such entities.
- The organization is committed to a philosophy before committing investments in any particular geography, wherein the country or region's policies and past record in human rights is a guiding factor.

For Renaissance Jewellery Ltd


Neville Tata
Executive Director

CIN: L36911MH1989PLC054498

: UNIT - I :

PLOT No. 36A & 37, SEEPZ, ANDHERI(E), MUMBAI 400 096.
TEL. : 4055 1200 • FAX : 2829 2146 / 6693 8457
CIN.: L36911MH1989PLC054498