



# ***HUMAN RIGHTS POLICY***

Chandigarh, India

## Policy to Safeguard Human Rights

SARK, as a steadfast provider of superior-quality products and services, places a paramount emphasis on sourcing from reputable international and Indian manufacturers and suppliers. This commitment is underscored by a set of values that prioritize human rights throughout our extensive supply chain, aligning our practices with international laws and standards to foster a socially responsible and transparent network.

### **Policy:**

*At the core of SARK's values is an unwavering dedication to nurturing an internal working environment that not only respects but actively upholds human rights without any form of prejudice or discrimination. We recognize the significance of adhering to internationally recognized human rights principles, guided by our commitment to ethical business practices. Simultaneously, we expect our business partners, integral components of our supply chain, to create and maintain workplaces that align with these principles and meet or exceed prevailing international standards.*

*Our policy reflects a proactive stance, embracing comprehensive principles that go beyond mere compliance. We strive to be leaders in fostering a workplace culture that respects the inherent dignity and rights of every individual involved in our operations.*

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### **Implementation:**

The implementation of our comprehensive human rights policy is a joint responsibility shared by the Unit Head of the relevant business and the Unit Manager. To ensure a thorough understanding and adherence to these principles, the policy is communicated internally through extensive meetings, fostering engagement and accountability among all stakeholders.

Our commitment to human rights extends beyond mere rhetoric; it is embedded in our operational ethos. We not only comply with international legal standards but actively seek ways to surpass them, ensuring that our operations and supply chain serve as models for the protection and promotion of human rights. Through this approach, SARK strives to set new benchmarks for ethical business conduct, emphasizing the importance of human rights on a global scale.