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**Approved By:** PROPRIETOR Dot. Next



## Human Rights Policy

### 1. Purpose

The purpose of this Human Rights Policy is to affirm **Dot Next's** commitment to respecting, protecting, and promoting human rights in line with the **Universal Declaration of Human Rights (UDHR)**, **International Labour Organization (ILO) Conventions**, and the **United Nations Guiding Principles on Business and Human Rights (UNGPs)**.

This policy supports compliance with **domestic and international vendor requirements** and demonstrates our dedication to ethical, transparent, and sustainable business practices.

### 2. Scope

This policy applies to:

- All **employees, contractors, consultants, and associates** of Dot Next.
- All **business operations**, including IT services, software development, consulting, and support functions.
- **Supply chain partners, third-party vendors, and subcontractors** engaged in company-related activities.

### 3. Policy Statements

#### 3.1 Respect for Human Rights

Dot Next ensures dignity, fairness, and respect for all individuals, regardless of gender, age, race, caste, ethnicity, religion, disability, sexual orientation, or any other protected status.

#### 3.2 Non-Discrimination & Equal Opportunity

We provide a workplace free from harassment and discrimination, ensuring **equal opportunities in recruitment, training, and promotions**.

### 3.3 Prohibition of Child & Forced Labour

Dot Next prohibits **child labour, bonded labour, and forced labour** across its operations and supply chain.

### 3.4 Freedom of Association

Employees have the right to **form associations, join unions, and engage in collective bargaining** in accordance with Indian labour laws.

### 3.5 Health, Safety & Well-being

We ensure safe and healthy working conditions, complying with the **Factories Act, Occupational Safety Codes, and other applicable laws**.

### 3.6 Fair Compensation & Working Hours

Dot Next provides **fair wages aligned with Indian labour laws and industry standards**. Working hours comply with the **Shops & Establishments Act** and statutory requirements in India, as well as relevant international norms for global projects.

### 3.7 Grievance Redressal Mechanism

A confidential and non-retaliatory grievance mechanism is available for employees, contractors, and stakeholders to report **human rights concerns or violations**.

### 3.8 Supply Chain Responsibility

All vendors, subcontractors, and business partners must adhere to this **Human Rights Policy** as a condition of engagement with Dot Next.

## 4. Compliance & Implementation

- Policy is **communicated to all employees and external partners**.
- **Awareness training** will be conducted periodically.
- **Annual compliance reviews** will be part of our ESG & Sustainability commitments.

## 5. Governance & Review

This policy is reviewed annually and updated as necessary to remain aligned with:

- Indian labour laws & statutory requirements
- International human rights standards (UDHR, ILO, UNGPs)
- Vendor compliance requirements (domestic & international)

## 6.Document Control

Version	Date	Prepared By	Reviewed By	Approved By	Changes / Remarks
1.0	01.04.2023	Sujit Swain	Ajit vijay hogade	Ajit vijay hogade	Initial Release
2.0	01.04.2024	Sujit Swain	Ajit vijay hogade	Ajit vijay hogade	Annual Review – Minor Edits
3.0	01.04.2025	Sujit Swain	Ajit vijay hogade	Ajit vijay hogade	Annual Review – Vendor Compliance Alignment

**Signed:** *Ajit Hogade*  
AJIT VIJAY HOGADE | PROPRIETOR  
DOT NEXT TECHNOLOGIES  
Date: 01.04.2025