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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