



Premier Road Carriers Limited
Human Right Policy

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Signature:			
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Human Right Policy

Premier Road Carriers Limited recognises the important role that business can play in long-term human rights protection. We are dedicated to upholding the human rights of our employees, communities, and others impacted by our operations wherever we do business (including our contractors and suppliers), in accordance with internationally acknowledged frameworks.

Our commitment to protecting human rights and avoiding involvement in human rights violations, recognising, assessing, and mitigating potential negative consequences through due diligence and issue management, and effectively resolving grievances from affected stakeholders.

Premier Road Carriers Limited Endeavour's to achieve our commitment by:

- Conducting an iterative due diligence process with the goal of finding, assessing, and mitigating any risks and repercussions.
- Ensuring positive legal conformity with appropriate constitutional and regulatory human rights standards, as well as adhering to international guidelines
- Aligning our existing policies, processes, and actions with our commitment to human rights, particularly those governing labour practises, indigenous people's participation, land acquisition, supply chain management, and security management.
- Raising human rights awareness among personnel at all levels of our business through training and communication
- Engaging stakeholders on human rights concerns connected to our commercial activities in an inclusive, transparent, and culturally relevant manner.
- Valuing diversity, equal opportunity, and the importance of taking into account the rights of disadvantaged PRCL such as indigenous peoples, women, migrant workers, and other minorities.
- Outlawing all forms of hazardous child work, forced or trafficking employment, discrimination, and harassment.
- Making recourse available by resolving issues in a timely and culturally relevant manner.
- Influencing our contractors, suppliers and other organisations with whom Premier Road Carriers Limited has a leverage to adopt our Sustainability Framework and to encourage and support the development of equivalent management systems; development of equivalent management systems,
- developing goodwill, establishing long-term employment, and stimulating economic prospects in the communities where we operate;
- Establishing unambiguous accountability by allocating enough resources and responsibilities for effective human rights risk management; and
- Continuously improving human rights performance by exchanging best practices and lessons learned, defining and reviewing goals, and monitoring, reporting, and publicising results. The company must either sign up for this policy or create an equivalent that will be implemented throughout its activities.

This policy shall be reviewed periodically for its suitability and updated as necessary.

Document Management Information

Version No.	Version date	Author	Reviewed By	Approved By	Changes
0.0	01.08.2023	Ms. Archana Gogri	Mr. Yashu Gupta	Mr. Yashu Gupta	Draft
1.0	12.09.2023	Ms. Archana Gogri	Mr. Yashu Gupta	Mr. Yashu Gupta	Initial Document