

Human Rights Policy Commitment

CEO Endorsement of the UN Guiding Principles on Business and Human Rights

As Chief Executive Officer of Praxsys Associates Private Limited, I affirm our commitment to conduct business with integrity, dignity, and respect for internationally recognized human rights. We recognize that businesses have a responsibility not only to achieve commercial success, but also to understand and address the actual and potential impacts of their activities, decisions, products, services, and business relationships on people.

Accordingly, Praxsys Associates endorses the United Nations Guiding Principles on Business and Human Rights (UNGPs) and commits to support and operationalize their three pillars: the State duty to protect human rights, the corporate responsibility to respect human rights, and access to effective remedy for those who may be adversely affected. This commitment applies across our operations and guides our engagement with employees, workers in our value chain, customers, communities, contractors, suppliers, and other stakeholders.

Scope and Expectations

- This commitment is approved at the highest level of the company and is binding on directors, management, employees, and controlled operations.
- We expect our suppliers, contractors, and business partners to uphold standards consistent with this commitment and with applicable law.
- This policy will be communicated internally and externally, embedded in relevant procedures, and reviewed periodically to ensure continued relevance and effectiveness.

Our Commitment Under the Three Pillars

PROTECT	RESPECT	REMEDY
We will engage constructively with public authorities and support lawful frameworks that protect human rights and vulnerable groups.	We will avoid causing or contributing to adverse human rights impacts and will seek to prevent or mitigate impacts linked to our operations, products, services, or business relationships.	We will provide for or cooperate in legitimate processes to identify, investigate, and remedy adverse impacts, including through accessible grievance mechanisms and non-retaliation safeguards.

How We Will Respect Human Rights

- Conduct risk-based human rights due diligence to identify, assess, prevent, mitigate, and track actual or potential adverse impacts arising from our activities and business relationships.
- Integrate human rights considerations into relevant business decisions, policies, procurement practices, project planning, workplace standards, and stakeholder engagement processes.
- Pay particular attention to heightened risks faced by workers, women, children, Indigenous Peoples, persons with disabilities, migrants, and other individuals or groups that may be more vulnerable to harm or exclusion.
- Prohibit retaliation against anyone who raises concerns in good faith, and promote a culture of speaking up, dignity, inclusion, and accountability.

How We Will Support Access to Remedy


- Maintain or participate in grievance and reporting channels that are accessible, predictable, confidential, where appropriate, and responsive to the needs of affected stakeholders.
- Investigate concerns promptly and fairly, and take corrective action when impacts are identified, including restitution, rehabilitation, policy correction, or other appropriate remedies consistent with the circumstances.
- Cooperate with legitimate judicial and non-judicial processes and will not impede individuals or communities from seeking lawful remedies.

Governance, Implementation, and Review

- Management is responsible for implementing this commitment through appropriate controls, training, oversight, and escalation procedures.
- Relevant functions will periodically review performance, strengthen implementation where needed, and report material issues to senior leadership.
- This commitment will be reviewed on a regular basis and updated as our business, operating context, and risk profile evolve.

This Human Rights Policy Commitment is effective upon approval by the Chief Executive Officer and is issued on behalf of [Company Name] as a clear statement of our expectations, responsibilities, and values.

Signed for and on behalf of Praxsys Associates



Noor Alam Khan
CEO/MP

**PRAXSYS ASSOCIATES
PRIVATE LIMITED**

[Approval Date]
12-03-2026