

Rayzon Solar Limited

(CIN: U29309GJ2022PLC133026)

Labor & Human Rights Policy

Rayzon Solar Limited (RSL) is committed to uploading of fundamental human rights inline with the legitimate role of business. These rights include those set out in the International Bill of Human Rights and those established in the International Labor Organization Declaration on Fundamental Principles and Rights at Work, and the eight Fundamental Conventions that comprise them.

Respect refers to the fact that RSL will make reasonable efforts to prevent our activities from causing negative impacts on human rights or communities and, if they occur, will endeavor to mitigate or repair the impact.

To meet our commitment, RSL will:

- Conduct continuous Human Rights Due Diligence (HRDD) in our activities. This means: identify and assess potential impacts of our activities on human rights before undertaking a new activity or business relationship, and when relevant operational changes occur; integrate the conclusions in RSL's internal processes; take appropriate prevention and mitigation measures; monitor the effectiveness of the measures adopted; and externally communicate the measures adopted.
- Respect the human rights of our employees. Foster a culture of respecting human rights among our employees, promote specific training and implement tools to prevent the infringement of these rights. Ensure that our employees have access to communication and reporting channels that allow them to notify RSL of situations of possible impacts on their rights.
- Respecting the human rights of our customers. Reject any type of discrimination of our customers and product and service users. Respect their right to privacy at all times, protecting and making proper use of any personal data that we are provided.

In regard to communities influenced by our projects and assets, RSL commits to:

- Identifying opportunities to maximize positive impacts and promote the shared-value and sustainable development of communities by contributing to local economic development, social progress and environmental preservation of the areas of influence of our projects and assets.
- Recognizing and respecting the unique nature of indigenous, tribal and aboriginal peoples. Recognizing and respect their rights, in accordance with existing legislation and with International Labor Organization (ILO) Convention 169, whether incorporated into the national legislation of the countries in which we operate or not. Their rights include, among others, rights to their lands, territories and resources, their organizational, economic and social structure and their right to free, prior and informed consultation through appropriate procedures and in particular through their representative institutions, with consideration is being given to legislative or administrative measures which may affect them directly, in good faith and with the objective of procuring understanding and helping reaching consent in relation to any proposed mitigation measures.

All RSL employees are responsible for complying with this policy.

This policy is approved by the Board of Directors at their meeting held on 3rd June, 2025.
