

## from the ESG DESK



Dear Colleagues,

Further to the introduction to Human Rights as per the Universal Declaration of Human Rights, as well as the Indian Constitution last week, we continue with some direct pointers that will help you remember the contents of Human Rights Statement of Tanla Platforms Limited, Karix and Gamooga.

Our Human Rights Statement upholds the below principles:

- We are an equal opportunity employer, we do not discriminate based on gender, religion, age, culture and many such individual identities.
- We are committed to providing a workplace free of harassment be it sexual, marital status, pregnancy, age and more.
- We are committed to providing a safe & healthy workplace.
- We do not allow child labour or forced labour.
- We are committed to building Diversity & Inclusion and respect the right of employees' freedom of expression and association.
- We are committed to protecting the data privacy of our employees, customers, suppliers, and end-users.

And, for any violation of our policies, we have created a redressal mechanism, [SPEAKUP@tanla.com](mailto:SPEAKUP@tanla.com)

We are also proactively working with our vendors & partners to influence them to implement similar values at their end also.

Regards,  
**ESG Desk**

