

Cochin Shipyard Limited – Human Rights Policy

1. Introduction

Cochin Shipyard Limited (CSL), a listed Mini Ratna Category 1 Schedule A Company functioning under the Ministry of Ports, Shipping, and Waterways, Govt. of India is committed to upholding the highest standards of human rights in its operations, value chain, and stakeholder engagements. Guided by the Constitution of India, Acts and Rules promulgated the Parliament and State Legislative Assemblies, and orders issued by the Government, CSL recognizes that respect for human dignity, equality, and fairness is fundamental to sustainable business and inclusive growth.

This Human Rights Policy is an affirmation of CSL's commitment to operate responsibly, respecting the rights of employees, contract workers, customers, suppliers, communities, and other stakeholders.

2. Purpose

To provide a policy framework to ensure that in all activities and decisions of CSL human rights are protected. Integrate human rights principles into corporate governance, business strategy, operations, and relationships with stakeholders. Establish a transparent mechanism for monitoring, reporting, and addressing human rights issues.

3. Scope

All employees, contract personnel, trainees, contractor's workers, vendors, visitors, business partners, suppliers, contractors, and service providers in their dealings with CSL. Communities impacted by CSL's operations and supply chain.

4. Guiding Principles

CSL's Human Rights Policy is flowing from the principles enshrined in the Constitution of India including the preamble which read as under:

WE, THE PEOPLE OF INDIA, having solemnly resolved to constitute India into a SOVEREIGN SOCIALIST SECULAR DEMOCRATIC REPUBLIC and to secure to all its citizens:

- JUSTICE social, economic and political;
- LIBERTY of thought, expression, belief, faith and worship;
- EQUALITY of status and of opportunity;
and to promote among them all
- FRATERNITY assuring the dignity of the individual and the unity and integrity of the Nation;

IN OUR CONSTITUENT ASSEMBLY this twenty-sixth day of November, 1949, do HEREBY ADOPT, ENACT AND GIVE TO OURSELVES THIS CONSTITUTION.

Fundamental rights are basic human rights guaranteed by a constitution, ensuring individual personality development and human dignity, and are justifiable in courts. In India, these are enshrined in Part III of the Constitution (Articles 12-35) and fall into six categories:

- I. **Right to equality:** CSL prohibited any form of discrimination on the grounds of religion, race, caste, gender or place of birth. CSL ensures that equality of opportunity in matters of employment and abolition of untouchability.
- II. **Right to freedom:** CSL upheld freedom of speech and expression, assembly, association or union or cooperatives, movement, residence, and right to practice any profession or occupation subject to security of the State, friendly relations with foreign countries, public order, decency or morality, right to life and liberty, protection in respect to conviction in offences and protection against arrest and detention in certain cases.
- III. **Right against exploitation:** CSL prohibits all forms of forced labour, child labour and traffic of human beings
- IV. **Right to freedom of religion:** Which includes freedom of conscience and free profession, practice, and propagation of religion, freedom to manage religious affairs, freedom from certain taxes and freedom from religious instructions in certain educational institutes.
- V. **Cultural and Educational rights:** CSL respects to preserve the right of any section of citizens to conserve their culture, language or script, and right of minorities to establish and administer educational institutions of their choice.
- VI. **Right to constitutional remedies:** Which is present for enforcement of Fundamental Rights. **Right to education:** It is the latest addition to the fundamental rights.

Here are the six fundamental rights guaranteed by the Indian Constitution:

1. Right to Equality

(Articles 14–18): Guarantees equality before the law and prohibits discrimination based on religion, race, caste, sex, or place of birth.

2. Right to Freedom

(Articles 19–22): Provides freedoms like speech and expression, assembly, association, movement, residence, and profession.

3. Right against Exploitation

(Articles 23–24): Prohibits human trafficking and all forms of forced labor, including child labor in hazardous places.

4. Right to Freedom of Religion

(Articles 25–28): Ensures freedom of conscience and the right to profess, practice, and propagate religion.

5. Cultural and Educational Rights

(Articles 29–30): Allows any section of citizens to conserve their culture, language, or script and gives minorities the right to establish and administer their own educational institutions.

6. Right to Constitutional Remedies

(Article 32): Empowers citizens to move the Supreme Court or High Courts for the enforcement of these fundamental rights.

1. Respect and Dignity – Every individual shall be treated with dignity, fairness, and without discrimination.
2. Equality and Non-Discrimination – Employment and engagement decisions shall be free of bias on the basis of gender, caste, religion, age, disability, sexual orientation, marital status, or socio-economic background.
3. Freedom of Association and Collective Bargaining – CSL respects the right of employees and workers to join associations/unions and engage in collective bargaining in line with applicable laws.
4. Safe and Healthy Workplace – CSL shall provide a safe, hygienic, and hazard-free working environment, ensuring physical and psychological well-being.
5. Prohibition of Forced and Child Labour – CSL strictly prohibits forced, bonded, trafficked, or child labour in all operations and value chains.
6. Decent Work and Minimum Wages – CSL ensures fair remuneration, reasonable working hours, rest periods, and benefits in compliance with law and best practices.
7. Gender Equality and Women's Rights – CSL promotes gender diversity, prevents sexual harassment, and provides maternity, childcare, and equal career growth opportunities.
8. Rights of Vulnerable and Marginalized Groups – CSL actively promotes inclusion of SC/ST communities, persons with disabilities, and underprivileged groups in employment and CSR initiatives.
9. Community Rights and Environment – CSL respects the rights of local communities, ensures minimal adverse impact on environment, and contributes positively to social development.
10. Grievance Redressal – CSL provides accessible, confidential, and fair grievance redressal mechanisms for all stakeholders.

5. Responsibilities

HR and ER departments are to ensure fair employment practices, equality, workplace safety, and freedom of association.

Health, Safety & Environment (HSE) Division – Enforce safe and sustainable work practices respecting workers' rights.

CSR & Sustainability Division – Promote community rights and support socio-economic development in accordance with CSR policy of CSL.

Procurement & Supply Chain – Ensure suppliers and contractors adhere to CSL's human rights principles.

All Employees & Workers – Uphold human rights in day-to-day operations and report violations.

6. Implementation

Awareness programs and training on human rights for employees, contractors, and suppliers.

Periodic assessments to identify, prevent, and mitigate human rights risks across operations and value chains.

Establish multiple channels (hotline, online portal, ombudsman) for reporting and addressing human rights concerns.

7. Monitoring & Reporting

GM (HR&LD) has to give a certificate stating that the provisions of the policy have been adhered in transacting business.

8. Compliance

This policy is aligned with The Constitution of India and laws and rules applicable to CSL. Non-compliance shall invite corrective and disciplinary action as per CSL's rules.

9. Review & Revision

This Human Rights Policy shall be reviewed every three years or earlier, in line with changes in organisational, legal, social or business requirements.

10. Conclusion

Cochin Shipyard Limited reaffirms its commitment to be a socially responsible organization that respects, protects, and promotes human rights across all spheres of its activities. By embedding these principles in its operations and culture, CSL seeks to foster sustainable growth, employee well-being, and community trust.