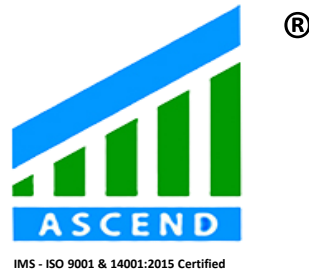


Ascend Telecom Infrastructure Private Limited



Prohibition of Child Labour and Prevention of Forced Labour at the Workplace:

Philosophy:

Ascend believes in a “No Child Labour and No Forced Labour” policy.

Policy:

- To ensure that no person below the age of eighteen years is employed in the workplace:
- To prohibit the use of forced or compulsory labour at all its circles.
- To ensure that no employee is made to work against his / her will or to work as bonded / forced labour or subjected to corporal punishment or coercion of any kind related to work.
- To refrain from engaging with vendors and suppliers who resort to using child labour and forced labour in their operations.

Implementation:

- This policy is communicated to all employees in an appropriate and meaningful manner.
- Ascend Circles have appropriate systems and processes in place to ensure compliance with the Policy and with statutory provisions, including processing of grievances for redressal.
- Compliance with the Policy will be regularly monitored and evaluated by the HR Team.