

Human Rights Statement

PayU Payments Private Limited (“**Company**” or “**PayU**”) strives to conduct its business in a manner that respects human rights and upholds the dignity of all individuals impacted by its operations. The Company recognizes that respect for human rights is an integral component of responsible business conduct and is committed to complying with all applicable laws and regulations relating to labor, employment, health, safety, privacy and ethical business practices.

This Statement reflects the Company’s aim to respect and uphold human rights within the Indian legal and regulatory framework and, where applicable, is guided by internationally recognized principles on human rights.

To the extent applicable under law, in the Indian legal and regulatory context, PayU is also guided by the United Nations (UN) Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, the UN 2 Human Rights Statement Global Compact.

The Company is committed to providing a safe, secure, inclusive, and respectful workplace for its workforce, based on principles of fairness, equality, and non-discrimination. PayU maintains zero tolerance towards harassment, bullying, forced labor, human trafficking, or child labor and endeavors to provide fair remuneration, healthy working conditions, and respect for employee privacy and confidentiality. The Company endeavors that its suppliers, vendors, contractors, and other business partners adhere to similar standards of conduct and comply with applicable laws relating to the above.

In relation to its consumers and end users, the Company is committed to protecting privacy, confidentiality, and personal data in accordance with applicable laws through appropriate policies, systems, and cybersecurity measures, which are periodically reviewed to align with evolving legal and regulatory requirements. Through this Statement, PayU affirms its commitment to compliance with applicable labour / employment laws relating to ethical conduct, accountability, and respect for human rights across its operations and value chain, and to continuous improvement in line with its governance and compliance obligations.