

Introduction:

We value and uphold the rights of every individual. Our Human Rights Policy reflects our strong commitment to fairness, respect, and creating a workplace where everyone is treated with dignity.

Purpose and Scope:

This Human Rights Policy outlines our commitment to maintaining the ethical conduct across all aspects of our operations. It is applicable to all individuals associated with us, including employees, contractors, suppliers, and stakeholders. We expect everyone connected with our organization to embrace and uphold the principles outlined in this policy. Our Human Rights principles are integrated into our Code of Conduct for employees and our Suppliers' Code of Conduct.

Guiding Principles:

1. Respect for Human Rights:

- We respect and support internationally recognized human rights as outlined in the Universal Declaration of Human Rights and other relevant international frameworks.
- In cases where national laws and international human rights standards may differ, our commitment is to adhere to the national law. We prioritize compliance with national laws.

2. Modern Slavery:

- We prohibit and actively work against modern slavery in all its forms. Modern slavery includes practices like forced labour, child labour, involuntary prison labour, and human trafficking. At Ipca, we have strict systems and controls to ensure our operations remain free from such unethical practices. We stand firm in our commitment to eradicate modern slavery and uphold the rights and dignity of every individual.

3. Non-Discrimination:

- We prohibit discrimination based on race, colour, ethnicity, religion, gender, sexual orientation, gender identity, age, disability, or any other characteristic protected by law.

4. Diversity and Inclusion:

- We are committed towards building a diverse talent pool that brings together unique perspectives, backgrounds, and experiences. We foster an inclusive workplace culture where differences are valued and expressed freely, where employees have the support needed to learn and collaborate.

5. Anti-Harassment

- We are committed to provide a work environment that is free of all kinds of harassment or any other inappropriate disrespectful conduct. We have institutionalized POSH (Prevention of Sexual Harassment at the Workplace) policy and have formulated an Internal Complaint Committee to address such incidents as and when reported.

6. Equal Opportunities:

- We believe in providing fair chances for everyone to succeed based on their skills and potential. Our recruitment and promotion processes are based on merit, ensuring that every individual has the opportunity to grow and advance in their career.

7. Fair Compensation:

- We provide fair remuneration to all our employees without any discrimination as per their merit, experience and qualification. We are committed to ensure that we comply with the applicable wages, working hours, overtime and social security norms without any discrimination

8. Health and Safety:

- Our commitment is to create and maintain a secure working environment. We prioritize the well-being of all individuals associated with our organization. This commitment involves implementing and reinforcing safety measures, providing comprehensive training, and fostering awareness to ensure a workplace where everyone can perform their tasks confidently and securely.

9. Freedom of Association:

- We respect the rights of our employees to form or join a labour union and engage in collective bargaining without the fear of retribution, harassment or intimidation. We support an environment where open communication, mutual respect, and the right to associate are upheld, creating a workplace where individual voices are heard and respected.

10. Community Engagement:

- We actively undertake steps to reduce, prevent and mitigate the negative impact that our operations may have on the local communities in the regions we operate in. Further, we support community building initiatives across agriculture, education, health, women empowerment amongst others to support local communities in a manner that respects their rights and dignity.

Human Rights Policy



Reporting and Remediation:

We encourage all employees to report any concerns related to human rights violations, unethical behaviour, or noncompliance with this policy. Our reporting mechanisms ensure confidentiality, and no employee will face retaliation for reporting in good faith. Concerns can be reported via email to whistleblower@ipca.com.

Review and Continuous Improvement:

This Human Rights Policy will be regularly reviewed and updated to align with emerging best practices, changes in legislation, and the evolving needs of our organization.

By adhering to these principles, we are committed to promoting a workplace that reflects our dedication to human rights, ethical conduct, and social responsibility.

A handwritten signature in black ink, appearing to read 'Pranay Godha', written in a cursive style.

Pranay Godha
Managing Director & CEO

A handwritten signature in black ink, appearing to read 'Ajit Kumar Jain', written in a cursive style.

Ajit Kumar Jain
Managing Director & CFO

Date: 21st February 2024