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## HUMAN RIGHTS POLICY

(Last Reviewed as on May 5, 2025)

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## **HUMAN RIGHTS POLICY**

### **I. Introduction**

IFCI is committed to uphold the highest standards of human rights in all its operations. This Human Rights Policy aligns with the Business Responsibility and Sustainability Reporting (BRSR) principles and aims to strengthen IFCI's Environmental, Social and Governance (ESG) credentials.

### **II. Scope**

This policy applies to all employees, contractors, suppliers and stakeholders associated with IFCI.

### **III. Principles**

#### **1. Respect for Human Rights**

IFCI respects and promotes human rights as outlined in the Universal Declaration of Human Rights (UDHR) and the UN Guiding Principles on Business and Human Rights. IFCI shall ensure that our operations do not infringe on the rights of individuals and communities. This includes respecting the rights to privacy, freedom of expression and access to information.

#### **2. Non-Discrimination and Equal Opportunity**

IFCI is committed to provide a workplace free from discrimination based on race, gender, religion, age, disability or any other status/category. Equal opportunity is provided in recruitment, promotion and all other aspects of employment. IFCI actively promote diversity, equity and inclusion within our workforce and ensure that all employees are treated with dignity and respect.

#### **3. Safe and Healthy Working Conditions**

IFCI shall ensure a safe and healthy working environment for all employees. IFCI shall comply with all relevant health and safety laws and regulations. Regular risk assessments are conducted and appropriate measures are taken to mitigate any identified risks. Employees shall be provided with necessary training and resources to maintain a safe workplace.

#### **4. Prohibition of Forced and Child Labor**

IFCI strictly prohibits the use of forced or child labour in any of its operations. IFCI shall ensure compliance with all relevant labour laws and international standards. The suppliers and contractors shall also be required to adhere to these standards.

#### **5. Environmental Responsibility**

IFCI is committed to minimise our environmental impact and promoting sustainable practices. IFCI shall adhere to all environmental laws and regulations. IFCI shall implement measures to reduce our carbon footprint, manage waste responsibly and conserve natural resources. Environmental considerations are to be integrated into IFCI's business decisions and operations.

#### **IV. Grievance Mechanism**

A robust grievance mechanism shall be in place to address any human rights concerns raised by employees, contractors or stakeholders. All grievances are to be handled promptly and fairly. IFCI shall ensure that the grievance process is accessible, transparent and confidential. Employees and stakeholders are to be encouraged to report any concerns without fear of retaliation.

#### **V. Training and Awareness**

Regular training programs are to be conducted to raise awareness about human rights among employees and stakeholders. IFCI shall ensure that all employees understand their rights and responsibilities under this policy. Trainings shall cover topics such as non-discrimination, health and safety and the importance of respecting human rights in all business activities.

#### **VI. Implementation and Monitoring**

The Human Rights Policy is integrated into IFCI's overall business strategy and operations. IFCI commits to continuous improvement in its human rights practices. IFCI shall regularly review and update this policy to reflect changes in laws, regulations and best practices.

## **VII. Conclusion**

IFCI is dedicated to foster a culture of respect for human rights and ensuring that our business practices contribute positively to society. This policy reflects IFCI's commitment to ethical conduct and sustainable development. IFCI believes that respecting human rights is fundamental to its success and well-being of its employees and stakeholders.