



Human Rights Policy

Laxmi Organic Industries Limited



Table of Contents

A. Introduction & Policy Scope:	3
B. Objective & Commitment:	3



A. Introduction & Policy Scope:

Laxmi Organic Industries Limited (LOIL) respects human rights, equality & integrity. We ensure that human rights are protected in all of our operations and throughout the value chain. This policy is applicable to LOIL and all its subsidiaries. It covers all its full time employees and non-employees who are probationers, trainees, business associates, contract workers and consultants.

B. Objective & Commitment:

Objective of this policy document is to ensure that all Laxmi Organic Industries Limited operations are carried out as per provisions of national and international laws (where LOIL and its concerned entities operate), regulations & standards which duly protect all human rights, including health and safety.

We are committed in line with, all the principles of the Universal Declaration of Human Rights, United Nations Global Compact, Employment standards of the International Labor Organization (ILO), Indian Labor Laws concerning minimum wages, child labor, anti-bribery, anti-corruption, health & safety etc.

We are committed to the fundamental labor law principles, Diversity & Inclusion and Equal opportunity guidelines as listed below:

- We do not employ any person less than 18 years of age, or is forced, or bonded or engaged in any kind of involuntary labor.
- Avoid and discourage indulging in any kind of corruption, extortion, embezzlement and other unlawful incentive activities.
- Safeguard and make only appropriate use of confidential information.
- Protect stakeholders' privacy and valid intellectual property rights.
- Observe working hours and compensation, as per applicable laws.
- Proactively comply with all applicable statutory, regulatory and other requirements.
- Take decisions based on merit and promote fair competition.
- Ensure no discrimination based on gender, age, social origin, belief, disability and religion and provide equal employment opportunities.
- Provide a working environment free of harsh and inhumane treatment, devoid of sexual harassment, sexual abuse or any harassment based on age, color, physical ability, marital status, parental status, or gender identity.
- Promote and safe and healthy workplace for all employees, contractors and workers.
- Provide framework and mechanism for employees to report any instances of abuse or misconduct / possible misconducts at workplace, including through 'Speak up'.
- Avoid discouraging workers in forming or joining workers' organizations or in bargaining collectively. In case a worker organization is formed, or collective bargaining is carried out, the Company shall engage with the workers and their representatives to address issues



and grievances. No act of discrimination or retaliation against workers or groups of workers will be carried out in such a situation.

Laxmi's diversity initiatives are applicable but are not limited to policies and practices related to recruitment and selection, compensation and benefits, learning and development, promotions, transfers, social and fun programs, terminations.

We encourage these practices through:

- Respectful communication and cooperation between all employees.
- Teamwork and employee participation, by encouraging the representation of all groups and employee perspectives.
- Work/life balance through applicable individual leaves to accommodate employees' varying needs.
- Contribution to the community by our employees and organization as a whole to serve and promote a greater understanding and respect for diversity.

End of Document
