

	Human & Labor Rights Policy	Issue Date: 1 st Jan 2022
		Effective Date: 1 st Jan 2022

HUMAN & LABOR RIGHTS POLICY

INTRODUCTION:

The company strives to provide human and labor rights to its employees, contractors, growers, suppliers, customers, visitors and all other stakeholders (internal, external and vulnerable). The company weighs its relationship with employees, contractors, suppliers, customers, visitors and stakeholders of great value and the key to the company's success. The company makes a strong commitment to develop and maintain high standards that deliver a fair, respectable and safe workplace in its facilities.

PURPOSE & SCOPE:

- The purpose of this policy is to define all the human and labor rights standards to all employees, contractors, growers, suppliers, customers, stakeholders and visitors in activities and operations of plant and agriculture farms registered with the company. This policy aims to ensure the respect of Human rights align with UNGP & ILO by fulfilling all applicable national, international and ratified laws

This policy applies to all the activities, departments and concerns of the company with respect to plant and agriculture fields.

Terms and Definitions:

Human Rights: These are rights we have simply because we exist as human beings - they are not granted by any state. These universal rights are inherent to us all. These rights include; the right to life and liberty, freedom from slavery and torture, freedom of opinion and expression, the right to work and education

Discrimination: unfair treatment of people and groups based on their race, gender, age, religion, creed, language, ethnic origin and many more

Forced/ Bonded Labor:

Forced labor accrues when individuals are compelled against their will to provide work or service through the use of force, fraud, or coercion. Bonded labor or debt bondage is when a workers' labor is demanded to repay a loan.

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PROCEDURE

1) NON-DISCRIMINATION

- a) The company does not tolerate any form of discrimination against employees based on race, color, gender, language, religion, political or any other aspect such as opinion, caste, national or social origin, property, birth, union affiliation, age, disability, or other distinguishing characteristics.
- b) Any employment-related decisions, from hiring to discontinuation of service and retirement, are solely based on lawful, non-discriminatory criteria.

2) FORCED LABOR

- a) The company does not allow any form of forced labor including bonded labor, indentured labor, and slave labor, or human trafficking. Workers are allowed to move around freely and leave their place of work when their working hours' end. If an employee wants to leave the job or do something else, he will submit his resignation at least one month before leaving or as per nature and terms of employment.

3) CHILD LABOR

- a) The company does not allow the hiring of child labor under any circumstances before the age of 18 years, the minimum age for full-time employment must be 18 years or the legal minimum age for employment under applicable law, whichever is higher.

4) FREEDOM OF UNIONISATION AND COLLECTIVE BARGAINING

- a) The company respects employees' rights to form, join or not join a labor union, and to bargain collectively in support of their mutual interests without fear of punitive actions such as intimidation, harassment, or termination of employment.

5) HARASSMENT

- a) Company protects workers from any acts of physical, verbal, sexual, or psychological harassment, bullying, abuse, or threats in the workplace by their fellow employees, contractors, suppliers, customers, and visitors.

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- b) Any claims of harassment will be investigated promptly, and appropriate disciplinary action will be taken by the Administration Department to eliminate inappropriate behavior.

6) WORKING HOURS, BENEFITS AND WAGES

- a) The company adheres to the applicable laws and industry standards, relating to minimum wages, working hours, overtime and benefits.
- b) Local government rules are followed to ensure adherence to working hours.
- c) Wage deductions as a disciplinary measure are not permitted unless provided for by national law, and employees are entitled to at least one day off in seven days, and are given reasonable breaks while working and sufficient rest periods between shifts.
- d) The company is committed to continuously developing employees' skills and capabilities, and to provide opportunities for career advancements.
- e) The company develops a retrenchment plan prior to collective dismissals in line with national and local laws, local legal procedures and collective agreements, involving, where possible, the consultation of worker's organizations and, if applicable, governmental bodies as well.

7) ETHICAL CONDUCT AND FAIR TREATMENT FOR ALL STAKEHOLDERS:

- a) The Admin, H.R. and policy committee to implement an ethical system of Anti-Corruption/ Anti-Bribery; and discouraging non-ethical practices such as money laundering Local government rules are followed to ensure adherence to working hours.
- b) The Admin, H.R. and policy committee will make sure to understand our stakeholders' needs & expectations and ensure the Free Prior Informed Consent process in all activities and decisions
- c) The Admin, H.R. and policy committee to ensure rights of indigenous peoples (if any), community engagement and land rights

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ROLES & RESPONSIBILITIES:

1. The Admin, H.R. and policy committee ensures the communication and implementation of the policy.
2. The Admin, H.R. and policy committee drives the communication and implementation of the policy, provides specific advice on labor and human rights issues, and ensures that labor and human rights issues are identified and addressed accordingly. Audits, reviews, measures and reports on labor and human rights performance are conducted, documented and implemented.
3. Policy committee HODs are encouraged in participation for ensuring that this policy and related standards are communicated, implemented and adhered that all relevant employees, contractors, growers, suppliers, customers, stakeholders and visitors are made aware of the policy and its requirements. The company ensures local compliance with the policy including adequate control measures to eliminate or reduce risks to express behaviors in breach with the policy.
4. Management, employees, contractors, growers, suppliers, customers, stakeholders and visitors of the company must comply with the policy and take responsibility for ensuring that all initiatives are developed in line with the policy.

Review and Revisions: Normal review and update frequency of this document is once in 3 years, but should be updated if and when needed within the due period

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