



Human rights policy

Ensuring ethical practices and human rights is at the core of our business. We commit to fair labor practices, prohibiting any form of discrimination, child labor, or forced labor within our supply chain. Our stringent standards prioritize worker safety, fair wages, and humane working conditions. We champion gender equality, fostering an inclusive environment.

Human Rights Policy

As a signatory to the 'United Nations Global Compact', Agrocrops is committed to human rights, labor, environment and anti-corruption principles. We support the protection and advancement of human rights by the United Nations Guiding Principles on Business and Human Rights.

We are committed to respecting the human rights of our workforce, communities and all those stakeholders wherever we do business. Our commitment entails seeking to avoid involvement in human rights abuses, identifying, assessing and minimizing potential adverse impacts through due diligence, management of issues and resolving grievances from affected stakeholders. The key elements of our human rights policy:

- I. We are against employing child labor (children under the age of 18) through any form of work, employing forced labor and human trafficking.
- II. We are an equal-opportunity employer. We aspire to create an inclusive workplace to leverage the power of diversity for sustainable competitive advantage. Employees from different backgrounds have the opportunity to participate, develop and contribute freely and equitably.
- III. Our non-discrimination and anti-harassment policy govern our inclusion strategy.
- IV. We strive to ensure that equal pay for equal work as well as pay all employees with living wages, higher than the applicable minimum wages to maintain the standard of living.
- V. Our business ethics policy describes the values, principles and expected responsibilities of various stakeholders especially our employees for the success of our business and positive contributions to creating stakeholder value. The policy also reflects our stand against bribery and corruption in any form and about the repercussions.
- VI. Protection of our employee's safety, health and well-being at the workplace is our top priority. Our environment policy details our commitment to a safe and healthy workplace including our efforts to monitor continuously for improvements and orientation to employees.
- VII. We have an established approach towards sustainability practices across our business operations. Our commitment to deliver stakeholder value is published through our ESG strategy that guides our efforts in publishing the annual sustainability report by the Global Reporting Initiative.
- VIII. Our employee handbook serves as a reference guide to employees on their benefit entitlements, rights, and conduct at the workplace, personal roles and responsibilities.
- IX. We recognize that our policies and programs may not prevent all adverse impacts in our value chain and that we are sincerely committed to enabling a resolution mechanism to allow stakeholders, employees and any other potentially affected individuals to raise their complaints appropriately through our grievance redressal or whistleblower policy.

Review of policy

The management may review the policy from time to time as may be required. Changes, if any, shall be effective only upon approval by the board

Version No.	Approval Date	Effective Date	Version Change	Version owner	Approved by
1	20-06-2018	01-07-2018	First version	Dilip Kumar Senior Manager HR	Bhavani Saravanan CMD
2	20-06-2023	01-07-2023	Second version	Dilip Kumar Senior Manager HR	Bhavani Saravanan CMD