



**HUMAN RIGHTS  
POLICY  
OF  
INDIAN ENERGY EXCHANGE LIMITED**

*Approved by Board on March 22, 2023*



## **HUMAN RIGHTS POLICY OF INDIAN ENERGY EXCHANGE LIMITED**

### **1. INTRODUCTION**

Indian Energy Exchange Limited (IEX / Company) believes that business can only flourish in societies where human rights are protected and respected. IEX recognize that business has the responsibility to respect human rights and the ability to contribute to positive human rights impacts. IEX respects and supports the dignity, well-being and human rights of all stakeholders.

### **2. OBJECTIVE**

- To recognize and acknowledge our commitment to internationally recognized human rights principles and standards.
- To ensure diversity, equity and inclusion within our organization.
- To ensure a workplace free of discrimination, where everyone brings their wholeselves to work.
- To ensure that no human rights violations of any sort can occur, knowingly or unknowingly, across the range of our operations and value chain.
- To ensure a workplace free from any form of sexual harassment.
- To ensure that employees are provided the necessary training and awareness on our Human Rights Policy and engage with our stakeholders to raise awareness among them.

### **3. SCOPE AND APPLICABILITY**

This policy intends to succinctly express our commitment to do business with ethical values and embrace practices that supports human rights. We believe in treating people with respect and dignity, thereby fostering an atmosphere of open communication, care and candour.

The Policy is applicable to all our employees, business partners and other relevant parties. The Company expects its business partners and other relevant parties to treat their employees, and to interact with communities in ways that respect human rights and adheres to the spirit and intent of our Human Rights Policy.

### **4. POLICY STATEMENT**

We endeavour to achieve adherence to the Human Rights Policy by:



**a. Equal Opportunity, Diversity and Inclusion**

The Company encourages an inclusive work environment, wherein diversity is valued, and equal opportunities are available to all the employees and stakeholders. The Company follows applicable laws and regulations in the matter of deciding wages/salaries, hours of work and welfare measures. The Company endeavours that the work environment across its operations remain free from discrimination in any form. The Company prohibits discrimination in the matter of compensation, training, opportunities and employee benefits on the basis of caste, creed, religion, language, ethnicity, disability, age, gender, sexual orientation, race, colour, marital status or union organization or any other status protected by appropriate laws.

**b. Harassment- Free Workplace**

IEX is committed in ensuring a workplace that is free from discrimination or harassment on the basis of race, sex, colour, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, political opinion or any other status protected by applicable law. The basis for recruitment, hiring, placement, development, training, compensation and advancement at the Company is qualifications, performance, skills and experience.

**c. Healthy and safe workplace**

The Company provides a healthy workplace and comply with applicable health laws and regulations, as well as internal requirements. It also provides and maintain a safe, healthy and productive workplace, in consultation with our employees, by addressing and remediating identified risks of accidents, injury and health impacts.

**d. Anti-Bribery and Anti-Corruption**

IEX is committed to operate the business conforming to the highest moral and ethical standards. IEX emphasizes zero tolerance approach to bribery and corruption.

IEX is committed to act professionally, fairly and with integrity in all its business dealings and relationships, and to implement and enforce adequate procedures to counter bribery and corruption. This includes compliance with all applicable laws, prohibiting improper payments, gifts and inducements of any kind to or from any person, including private and public officials, customers and suppliers.



**e. Prohibition of child and forced labour**

The Company prohibits engagement of Child Labour, Forced Labour and any form of human trafficking. The Company is committed to ensuring that no instance of Child or Forced Labour occurs in any of its operations and establishments. The Company prohibits associated vendors, contractors and suppliers from engaging child and/or forced labour.

**f. Modern Slavery & Human Trafficking**

At IEX, we believe in respecting and promoting human rights and, as part of this, we are committed to addressing modern slavery and human trafficking in our business operations. We are committed to exhibit zero tolerance towards all facets of modern slavery, as elaborated under the UN Declaration of Human Rights and the conventions of the International Labour Organization specified to forced or compulsory labour.

**g. Grievance Redressal Mechanism**

IEX implements the above standards by incorporating it in related policies, processes and guidelines across all our business operations. IEX conducts trainings to strengthen in-house awareness and education on the practice of human rights.

The following grievance mechanism provide all employees, business partners and other relevant parties a secure system to raise grievances related to human rights violations and to report confidentially and anonymously without fear of retaliation, any breach of policies and procedures in IEX:

- a) Whistle Blower Policy - for reporting genuine concerns or grievances about unethical behavior, actual or suspected fraud.
- b) Policy on Prevention and Redressal of Sexual Harassment at Workplace - for reporting any instance of sexual harassment of women at workplace.
- c) For reporting other matters relating to violation of human rights, the Company has a Chief Human Resources Officer who acts as a single point of contact related to human rights issues.

**5. REVIEW AND AMENDMENT**

The policy document shall be approved by Board on the recommendations of the CSR & Sustainability Committee. The policy document shall be periodically reviewed on a need basis and any amendments made therein shall be reviewed by the CSR & Sustainability Committee and approved by Board.

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