

Human Rights Policy

1. BACKGROUND:

Respecting human rights is a fundamental part of SeedWorks International Private Limited responsibility as a company and is vital to operate our business. We are committed to respecting fundamental human rights in our operations, our value chain, and in the communities where we operate. Our commitment to operating with respect for human rights is reflected in all company policies and relevant procedures. We aim to identify, assess, and manage the human rights impacts of our business activities based on the operational context and business relationships.

2. PURPOSE:

The Human Rights Policy (“Policy”) lays down the principles which guide our actions and behavior with respect to human rights. Through this policy, the Company commits that it does not engage in activities that directly or indirectly violate human rights.

The Company is committed to comply with all applicable laws and regulations in the locations that it operates. Further, the company will abide by its policies, internationally recognized human rights and employment standards. We also expect our business partners to share our commitment and standards by adopting similar policies and upholding these values within their business operations.

The Human Rights Policy complements and brings together the human rights aspects from other Company policies and guidelines. These include our Code of Business Conduct, Human Resources policies, Anti-Corruption and other business integrity guidelines and relevant principles on Environment and Health & Safety.

3. SCOPE:

This Policy applicable to all employees of the Company, including part-time and temporary/contract workers as well as business partners /affiliates and any other entity acting on behalf of the Company. Our commitment to respect human rights extends to all the individuals throughout our operations. We use our relationships with business partners to encourage and promote the principles of this policy.

2. DEFINITIONS:

- **Human rights** are basic rights inherent to all human beings, regardless of nationality, place of residence, sex, sexual orientation, national or ethnic origin, colour, religion, language, or any other status.¹
- **Business Partners** includes suppliers, customers, vendors, dealers, distributors, or other such persons with whom the Company has any business or transactional dealings.
- **Affiliates** means any person/ organization which is associated with SeedWorks International Private Limited including farm level aggregators and associated farmers.
- **Forced Labour**- According to ILO forced or compulsory labour is 'all work or service which is exacted from any person under the threat of a penalty and for which the person has not offered himself or herself voluntarily²
- **Child Labour** - Our definition of child labor is consistent with the ILO's (International Labor Organization) core labor standards and the United Nations Global Compact principles.

3. APPLICABLE STANDARDS AND PRINCIPLES:

This Policy articulates company's responsibility to respect Human Rights and demonstrates the Company's corporate responsibility to protect human rights in line with the following:

- UN Guiding Principles on Business and Human Rights (UNGPs);
- The United Nations (UN) Universal Declaration of Human Rights and the two International Covenants making up the International Bill of Human Rights;
- The International Labour Organisation's (ILO) Declaration of Fundamental Principles and Rights; and Applicable regulatory requirements

4. POLICY PRINCIPLES AND COMMITMENTS:

5.1. Commitments to Stakeholders

Employees: We are committed to respecting all applicable human rights standards and principles. Our employment policies and procedures aim to cover these rights, principles and related issues. We are committed to sensitizing our employees to be aware of and respect human rights in the workplace and in the local communities directly impacted by our operations.

¹ <https://www.unfe.org/wp-content/uploads/2017/05/International-Human-Rights-Law.pdf>

² <https://libguides.ilo.org/forced-labour-en6>

Business Partners: We seek to respect and promote human rights when engaging with business partners, joint venture and other partners. We will do this, as appropriate, through proactive engagement, monitoring, certification and contractual provisions.

Local Communities: We recognize that we are a part of the communities in which we operate and respect their human rights. If local communities are impacted by our activities, we seek to identify adverse human rights impacts and take appropriate steps to avoid, minimize and/or mitigate them. To support this, the Company may implement different types of support, strategies for remediation or provide access to grievance mechanisms for different groups.

5.2. Specific Provisions

I. Safe and healthy workplace:

The Company is committed to maintaining a safe, healthy and hygienic workplace that complies with applicable health and safety laws and minimizes the possibility of accidents, incidents, injuries and exposure to health risks. These principles are endorsed by the Health and Safety Policy and Procedures implemented by the Company. We will also work with our business partners to promote and encourage the adoption of this principle

II. Promoting Freedom of Association and Collective Bargaining:

The Company respects employee's right to freedom of association and collective bargaining and ensure that they can do so without fear of reprisal, intimidation or harassment. We are committed to establishing constructive dialogue with freely chosen labour representatives and bargaining with them in good faith. We also work with our business partners to promote and encourage the adoption of this principle.

III. Eliminating Forced or Compulsory Labour and potential human trafficking:

The Company opposes the use of forced or compulsory labour and potential human trafficking within its own operations. We will undertake due diligence on our operations to monitor compliance. We will ensure that operational grievance mechanisms allow for cases of forced labour to be submitted and addressed. We will also work with our business partners for adoption of this principle.

IV. Preventing Child Labour:

The Company does not tolerate the use of child labour and will ensure that all employees, workers (temporary and contracted), meet the minimum age requirement as set by ILO, UNGC principles and applicable regulatory requirements. We also intend to collaborate with our business partners and affiliates to abolish child labour from our business operations.

V. Eliminating Discrimination in the Workplace:

The Company is committed to building a culture in which all employees, including potential candidates can compete in a fair, open and transparent environment. It is Company's constant endeavor to ensure there is no discrimination with respect to employment and occupation. Accordingly, any unlawful discriminatory practice based on race, color, gender, sexual orientation, age, religion, ethnicity, national or social origin, property, political or other opinion, disability, birth or any other basis will not be tolerated. We will also work with our business partners to promote and encourage the adoption of this principle.

VI. Eliminating Harassment and Violence:

The Company treats all employees with respect and provides a work environment free from all forms of harassment, exploitation, abuse or violence as defined by the applicable laws of the country. We will also work with our business partners to promote and encourage the adoption of this principle.

VII. Upholding Decent Working Conditions and Competitive Compensation and Remuneration:

The Company compensates its employees in relation to the industry and local labour markets, and comply with relevant wage, work hours, overtime and benefits laws or prevailing industry standards. We will also work with our business partners to promote and encourage the adoption of this principle.

VIII. Avoiding Involuntary Resettlements:

The Company seeks to avoid involuntary resettlements. In situations where it is unavoidable, we commit to comply with the national government's or regional authorities' guidelines on resettlement and rehabilitation and also act in line with international human rights norms on this subject including the International Finance Corporation Performance Standards. We will

also work with our business partners to promote and encourage the adoption of this principle.

IX. Respecting Indigenous Peoples' Rights:

The Company respects the rights of Indigenous People as defined by national laws and emerging international standards. We will also work with our business partners to promote and encourage the adoption of this principle.

6. GOVERNANCE AND RESPONSIBILITY:

The responsibility and accountability for the implementation of this Policy lies with the Sustainability leadership committee (SLC) members. These executives will report on any human rights hotspots arising within our operations to the Chairman of the Board of Directors at least annually.

7. REPORTING:

We will publicly report on the performance of these processes in our annual review or other statement on ESG/ sustainability reports/ metrics.

The current policy document is dynamic and subject to revisions by SWIPL management, as and when required

