Policy Name	Issue Number	Release Date	Effective Date	Policy Number
Forced Labor & Modern Slavery	01	1-Nov-2024	1-Nov-2024	HR-103

1. Preamble:

RICO is committed to provide work environment that ensures every employee is treated with dignity and respect and must live with social and economic freedom.

The company is dedicated to upholding human rights and forbid all forms of child labour, forced labour, servitude, slavery, and servitude-like activities.

2. Scope & Purpose:

This policy's objectives are to guarantee consistency with the organization's moral values and Code of Conduct, as well as to communicate and develop procedures to assure compliance with all anti-slavery and human trafficking laws.

Additionally, we have several rules and declarations pertaining to local factory rules and ILO Standards in reference to modern slavery that should be read in addition to this policy.

Our policies and actions towards our workers, vendors, clients, communities, and the nations where we conduct business reflect our commitment to these essential values.

3. Definition:

Modern Slavery is a term that is used to describe serious exploitation of people. It includes human trafficking slavery, servitude, forced or compulsory labour, debt bondage, child labour, securing services by threat or deception, etc.

3.1 Servitude: involves the obligation to provide service imposed by coercion.

3.2 Forced and compulsory labour: all work or service, not voluntarily performed, which is obtained from an individual under the threat of force or penalty.

3.3 Human trafficking: involves recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, for the purpose of exploitation.

3.4 Child labour which is illegal, and it involves the employment of children that is exploitative or is likely to be hazardous to or interfere with a child's education, health (including mental health), physical wellbeing or social development.

3.5 Supplier term used for person or business that provides a product or service to RICO.

3.6 Service Providers: This covers our partners who provide essential services Manpower services, security services, horticulture; dealers, Retailers, logistics etc.

3.7 Material Suppliers: This covers our partners who provide / supply products and material to us.

3.8 Any other suppliers not covered in the above categories.

4. Policy Statement:

Slavery, child labour and human trafficking are serious crimes and a violation of fundamental human rights.

At RICO, we conduct our business fairly, ethically and with respect to fundamental human rights. We are fully committed to prevent all sorts of slavery, forced labour or servitude, child labour and human-trafficking, both in our business and in our supply chains. We are committed to exhibit zero tolerance towards all facets of Modern Slavery.

5. Policy Guidelines:

5.1 RICO ensures that employees working in its establishment/ factory are doing so voluntarily and does not engage in or support the use of child labour, forced labour, servitude and slavery.

5.2 RICO do not engage or support the use of forced / Bonded labour in any of its plants and offices.

5.3 RICO provides every employee with a mutually agreed written contract of employment and pay every employee in accordance with the applicable laws.

5.4 RICO believes in providing conducive working environment for each employee.

5.5 RICO cares the work life balance of its employees. RICO has been going beyond comfort and safety by providing leaves, work from home, flexi working, authorised short absence, Additional Paid Short leave for personal purpose, much above the legal requirements.

5.6 Neither the company nor any entity supplying labour to company shall withhold any part of employee's salary, benefits, property or any original qualification documents in order to force such employees to continue working for the company.

5.7 The Company is committed to ensure that its business and supply chain reflects the company's values and respect for human rights. The Company is committed to strengthening its processes to combat modern slavery and human trafficking.

5.8 RICO as a responsible corporate also monitors through intermittent audits of supply chain partners for every potential non-compliance relating to Modern slavery to ensure effective implementation of policy.

6 Training and Communication:

RICO ensure regular awareness on the issues such as slavery forced or compulsory labour, exploitative practices by labour providers and human trafficking through regular internal training programs and communications.

7 Procedure for Reporting of Violations:

7.1 Any concern related to violation of the policy or any suspicions in modern slavery and human trafficking in our business or supply chains can be reported directly to Vigilance and Ethics line "ethicsline@ricoauto.in" in writing or in verbal at "0124-2824117".

7.2 RICO will continuously track regulatory changes in regard to ensure that our policy and processes incorporate the required compliance obligations and we stay compliant. Compliance monitoring will be done through regular audits.

8 Implementation:

All the plants and corporate leadership teams are committed to implement this policy in letter and spirit.

9 Disclosure:

Policy is available on the company's intranet and website.

10 Policy Change Mechanism:

Any change in law relating to child labour, forced labour, servitude and slavery will trigger the change in the policy.

11 Review:

This policy will be reviewed once in three years or change in applicable law and amended accordingly by the management.

Shalinder Rathi Kaushalendra Verma RK Miglani Rakesh Sharma

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