Policy Name	Issue Number	Release Date	Effective Date	Policy Number
Human Rights	01	1-Nov-2024	1-Nov-2024	HR-102

1. Preamble

RICO believes that all its employees must live with social and economic dignity and freedom, regardless of nationality, gender, race, economic status or religion. In the management of its businesses and operations therefore, RICO ensures that it upholds the spirit of human rights as enshrined in existing international standards such as the Universal Declaration and the Fundamental Human Rights Conventions of the ILO.

2. Scope & Purpose

RICO Human Rights Statement offers a comprehensive framework to guarantee that all company and contractual workers, vendors, clients, communities are treated with respect and dignity and that a shared set of standards apply to our business practises to guarantee that we do not support or tolerate breaches of human rights or abuses. 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. Policy Statement

RICO upholds international human rights standards, does not condone human rights abuses, and creates and nurtures a working environment where human rights are respected without prejudice.

Civil and Political Rights in the Universal Declaration of Human Rights and in the Indian Constitution

Article	Declaration	Constitution
Equality before law	Article 7	Article 14
Prohibition of discrimination	Article 7	Article 15 (1)
Equality of opportunity	Article 21(2)	Article 16(1)
Freedom of speech and expression	Article 19	Article 19(1)(a)

Article	Declaration	Constitution
Freedom of peaceful assembly	Article 20(1)	Article 19(1)(b)
Freedom to form associations	Article 23(4)	Article 19(1)(c)
Freedom of movement within border	Article 13(1)	Article 19(1)(d)
Protection ion respect of conviction for offences	Article 11(2)	Article 20
Protection of life and personal liberty	Article 3	Article 21
Protection of slavery and forced labour	Article 4	Article 23
Freedom of conscience and religion	Article 18	Article 25(1)
Remedy for enforcement of rights	Article 8	Article 32
Right against arbitrary arrest and detention	Article 9	Article 22

Economic, Social and Cultural Rights in the Universal Declaration of Human Rights and in the Indian Constitution

Article	Declaration	Constitution
Right to work, to just and favourable condition of work	Article 23(1)	Article 41
Right to equal pay for equal work	Article 23(2)	Article 39(d)
Right to education	Article 26(1)	Article 21(a),41,45,51A(k)
Right to just and favourable remuneration	Article 23(3)	Article 43
Right to rest and leisure	Article 24	Article 43
Right of everyone to a standard of living adequate for him and family	Article 25(1)	Article 39(a), 47
Right to proper social order	Article 28	Article 38

4. Policy Guidelines

Our commitment entails respecting human rights and seeking to avoid involvement in human rights abuses, identifying, assessing and minimising potential adverse impacts through due diligence and management of issues, and resolving grievances from affected stakeholders effectively.

RICO endeavours to achieve its commitment by;

4.1. Maintaining positive legal compliance with applicable constitutional and regulatory human rights requirements.

4.2. Undertaking an iterative, due diligence process, the focus of which is identifying, assessing and managing potential risks and impacts.

4.3. Aligning our existing policies, processes and activities with our commitment to respect human rights, including those that apply to labour practices, engagement with indigenous peoples, land acquisition, supply chain, and security management.

4.4. Promoting awareness of the human rights with employees at various levels of our operations through training and communication.

4.5. Encouraging Diversity, Equity and Inclusion framework to monitor and improve the organizational capabilities by promoting fair representation and a more inclusive culture.

4.6. Engaging with stakeholders in an inclusive, transparent and culturally appropriate manner on human rights concerns related to our business activities.

4.7. Valuing diversity, equal opportunity and the need to consider the rights of vulnerable groups such as indigenous peoples, women, migrant workers and other minorities.

4.8. Prohibiting all forms of harmful child labour, forced / trafficked labour, discrimination and harassment.

4.9. Prohibiting any contribution to armed conflict or human rights abuses in conflict-affected and high-risk areas.

4.10. Prohibiting interference in any way with the establishment, functioning or administration of workers' organisations or collective bargaining.

4.11. Respect the right of all workers to form and join association of their choice without fear of intimidation or reprisal, in accordance with national law.

4.12. There shall be no unreasonable restrictions on workers' freedom of movement in the facility in addition to unreasonable restrictions on entering or exiting company provided facilities (example: toilets, drinking water, medical facilities).

4.13. Providing access to remedy by resolving grievances in a timely and culturally appropriate manner.

4.14. Not indulging or promoting Inhumane treatment like any form of harassment, violence, gender-based violence, sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, bullying, public shaming or verbal abuse, as well as withdrawal of basic physical comforts provided to other workers.

4.15. Developing goodwill, creating sustainable employment and stimulating economic opportunities in the communities that host our activities.

4.16. Establishing clear accountability by assigning adequate resources and responsibilities for effective management of human rights risks and

4.17. Continually improving human rights performance by sharing good practices and learnings, setting and reviewing targets, monitoring, reporting and disclosing performance.

4.18. Obstacles for Minorities and indigenous peoples are taken care of in lieu of long-term legacy of discrimination.

4.19. The practice of forced eviction constitutes a gross violation of human rights, particularly the right to adequate housing. The company should take proper measures to prohibit such forced eviction.

5. **Commitment**

RICO is committed for maintaining and improving systems and processes to avoid complicity in human right violations. This policy is intended to express commitment to do business with ethical values and embrace

practices that supports environment, human rights, and labour laws on a worldwide basis.

6. **Implementation:**

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

7. **Disclosure:**

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

8. **Policy Change Mechanism:**

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

9. **Review:**

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

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