

Ethics & Human Rights Policy

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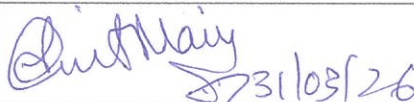
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Table of Contents

Ethics & Human Rights.....	1
1. Introduction.....	5
2. Purpose.....	5
3. Scope.....	5
4. Definition.....	5
5. Code of Conduct	7
5.1 Honest & Ethical Conduct.....	7
5.2 Conflict of Interest.....	7
5.3 Responsibility towards Customers and Suppliers	7
5.4 Safety at the Workplace	8
5.5 Dress code & Professional Appearance	8
5.6 Solicitation and Distribution of Literature.....	8
6. Anti-Corruption, Anti-Bribery and Fair Competition (Anti-Trust)	9
6.1 Restricted Practices	9
6.2 Anti-Bribery.....	10
6.3 Anti-Trust and Fair Competition.....	10
6.4 Ensuring Corruption Prevention	11
7. Human Rights.....	11
7.1 Child Labour.....	11
7.2 Forced Labour.....	12
7.3 Diversity, Equity, Inclusion and Non - Discrimination	12
7.4 Workplace Security	12
7.5 Freedom of Association	12
7.6 Empowering Women Rights and Enabling Opportunities	12
7.7 Health and Safety.....	13
7.8 Working Conditions and Employee Wellbeing section	13
7.9 Respecting Community Human Rights.....	13
7.10 Governance Mechanism.....	14
8. Anti - Harassment and Anti -Bullying	14

9. Right of Collective Bargaining	15
10. Committee Members.....	15
10.1 Roles & Responsibilities of committee	16
10.2 Meeting Frequency.....	16
10.3 Reporting Mechanisms	16
11. Goals and Targets.....	16
12. Policy Communication, Monitoring and Reporting.....	17

1. Introduction

FARMSON believes that respectful, professional conduct furthers the Company’s mission, promotes productivity, minimizes disputes, and enhances our reputation. FARMSON is committed in upholding human rights and believes that all its employees, suppliers and stakeholders must live with social and economic dignity and freedom, regardless of nationality, gender, race, economic status or religion. Maintaining, promoting and protecting human rights are fundamental in how the Company operates its business and forms an integral part of our core value of Inclusive Growth. The Company’s Human Rights Policy is aligned to the principles of human rights as enshrined in the Constitution of India, national laws and policies and International Bill of Human Rights.

Farmson is committed to respecting internationally recognized human rights and labour standards, including the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the ILO Core Conventions and the OECD Guidelines for Multinational Enterprises. Farmson also supports the principles of SDG 8 on Decent Work and Economic Growth and SDG 16 on Peace, Justice and Strong Institutions.

FARMSON expects every employee to show respect for all of our colleagues, customers, and vendors. Harassment by co-workers, supervisors, or any third parties is a form of misconduct that destroys our work environment and undermines the integrity of the employment relationship. The Company will not tolerate any form of discrimination or harassment that violates this policy. FARMSON takes a zero-tolerance approach to bribery, corruption, and money laundering and is committed to act professionally, fairly and with integrity in all its business activities and relationships and to operating and enforcing systems and policies to detect and deter bribery and money laundering. It is our constant endeavour to establish a workplace as well as surroundings wherein people are treated with dignity and respect. We implement our human rights commitment through our code of Conduct.

2. Purpose

The purpose of this Policy is also to define Farmson’s commitment to protecting labor and human rights across its operations and business relationships, including employee health and safety, fair working conditions, social dialogue, career development, diversity and inclusion, prevention of discrimination and harassment, prohibition of child labor, forced labor and human trafficking, and respect for the rights of external stakeholders and local communities.

3. Scope

This Policy applies to all individuals worldwide working for all affiliates and subsidiaries of FARMSON at all levels and grades, including directors, senior executives, employees (whether permanent, fixed-term, hourly or temporary), consultants, contractors, trainees, outsourced staff, casual workers, volunteers, interns, agents, or any other person employed with the company.

In this Policy, “Third Party(ies)” means any individual or organization, who / which come into contact with the company or transact with and also includes actual and potential clients, suppliers, business contacts, consultants, intermediaries, representatives, subcontractors, agents, advisers, joint ventures and government & public bodies (including their advisers, representatives and officials, politicians and political parties)

4. Definition

- **“Corruption”** can be broadly defined as “offering anything in order to obtain an undue advantage.

- **“Offering”** can take many forms, from money (whether in the form of cash, wire transfer or otherwise) to benefits-in-kind, such as entertainment, travel, upgrade to higher class airfares, side trips to holiday resorts, sponsorship and employment of relatives or friends.
- **“Undue advantage”** can take many forms such as a preferential treatment, the conclusion of a contract, the disclosure of confidential information, a customs exemption, or a waiver of penalty for any violation under applicable legislation and generally influencing an individual in the exercise of his or her duties.
- **“Child Labor”** Employment of any person below the minimum legal working age as defined by applicable law.
- **“Forced Labor”** Any work or service performed involuntarily under threat, coercion, debt bondage, restriction of movement, withholding of wages or retention of identity documents.
- **“Human Trafficking”** Recruitment, transportation, transfer or receipt of persons through force, fraud, coercion or deception for exploitation.
- **“Discrimination”** Any unequal or unfavorable treatment based on gender, religion, caste, race, age, disability, sexual orientation, marital status, nationality, political opinion or any other legally protected characteristic.
- **“Harassment”** Any unwelcome physical, verbal, visual, online or non-verbal conduct that violates dignity or creates an intimidating, hostile, degrading or offensive work environment.
- **“Conflict of Interest”** A situation where personal, financial or other interests may interfere, or appear to interfere, with an employee’s duty to act in the best interest of Farmson.
- **“Anti-Competitive Practice”** Any arrangement or conduct that restricts fair competition, including price fixing, bid rigging, market allocation or sharing commercially sensitive information with competitors.
- **“Information Security”** Protection of company, employee, customer, supplier and business information from unauthorized access, disclosure, misuse, loss or destruction
- **“Money laundering”** the illegal process of taking money generated by criminal activity and running it through legitimate businesses or financial systems
- **“Corruption”** includes wrongdoing on the part of an authority or those in power through means that are illegitimate, immoral or incompatible with ethical standards.
- **“Anti- Corruption”** is the framework of laws, policies, controls, and business practices used to prevent, detect, and respond to corruption in commercial, governmental, and operational activity.
- **“Bribery”** means anything of value that is offered, promised, given or received to influence a decision or to gain an improper or unfair advantage. Bribery may not always be in the form of cash payments and may take many other forms, including offering, providing, receiving, or soliciting any inducement of any kind in order to influence or expedite any decision/action, which affects the business of Farmson or for the personal gain of an individual.

- **“Criminal Beach of Trust”** is the intentional, dishonest misappropriation or misuse of funds, assets, or data by an individual who was legally entrusted with them. It occurs when a person violates their fiduciary duty for personal gain or unauthorized use.
- **“Cheating”** as whoever fraudulently or dishonestly deceives a person in order to induce that person to deliver a property to any person or to consent to retain any property.
- **“Anti – Trust”** refers to Laws designed to promote fair competition and prohibit anti-competitive conduct such as price-fixing, market allocation, bid rigging, cartel formation, and abuse of market dominance.

5. Code of Conduct

The Company expects its employees to maintain a cooperative, efficient, positive, harmonious and productive work environment and business conduct. Employees should conduct himself in an honest and ethical manner and act in the best interest of the company at all times. Employees are expected to demonstrate exemplary personal conduct through adherence to the following:

5.1 Honest & Ethical Conduct

A profitable and sustainable business cannot exist without sound ethics and integrity.

The company expects all employees to act in accordance with the highest standards of personal and professional integrity. They should adopt an ethical mindset and behavior in their daily business activities.

The Company considers honest conduct to be the one that is free from fraud or deception and considers ethical conduct to be in conformance with accepted professional standards and in compliance with all applicable laws. Ethical conduct includes the ethical handling of actual or apparent conflicts of interest between personal and professional relationships.

5.2 Conflict of Interest

Employees, directors, officers and third parties acting on behalf of Farmson must avoid situations where personal, financial or family interests conflict, or appear to conflict, with Farmson’s interests. Examples include having a financial interest in a supplier or customer, engaging relatives in business decisions, accepting personal benefits from business partners, outside employment that affects work duties, or using company information for personal gain.

All actual, potential or perceived conflicts of interest must be disclosed to the HR / Compliance Department. Relevant employees may be required to submit annual conflict of interest declarations. Farmson shall review such disclosures and take appropriate actions to mitigate or eliminate the conflict.

5.3 Responsibility towards Customers and Suppliers

All employees should give high regards to the opinion of the company’s customers and seek to secure unconditional trust of them.

Employees should think ‘Customer first’ and should measure company’s success in terms of the value that they provide to the customers. Delivering excellence to the customers is Company’s priority by:

- Mobilizing the right talent to meet the customer requirements.
- Respecting our customers and working with them in an open and transparent manner.
- Working collaboratively with the customers by building a long-term, distinctive relationship based on mutual trust.

All employees shall comply with all customer values and processes except where they may be in conflict with the company's Code.

All employees should be committed to treating their suppliers and contractors fairly and suppliers are also expected to conduct their business with us on a fair and ethical basis. The suppliers should comply with the laws of the countries in which they operate, including laws prohibiting bribery and corruption.

Farmson expects its suppliers, contractors, subcontractors and business partners to comply with applicable labor, human rights, health and safety and ethical business requirements. This includes prohibition of child labor, forced labor, bonded labor, human trafficking, discrimination, harassment and unsafe working conditions. Suppliers and contractors are expected to provide fair wages, comply with working hour requirements, respect freedom of association where applicable, and maintain safe and healthy workplaces.

5.4 Safety at the Workplace

The safety of people at the workplace is a primary concern of the company. The company takes its health and safety responsibility very seriously and all employees are expected to comply with and adhere to all safety policies issued by the company. Managers are expected to look after the health and safety of their team members. We are subject to compliance with all local laws to help maintain secure and healthy work surroundings. We have the responsibility of reposting any form of behaviour that could present a hazard or risk or any situation that may compromise the health and safety of the people at workplace.

Farmson is committed to maintaining zero fatalities across its operations and shall set annual health and safety objectives, including reduction in recordable workplace injuries, completion of planned safety trainings and closure of identified safety corrective actions within defined timelines.

5.5 Dress code & Professional Appearance

FARMSON is committed to maintaining a professional, respectful, and inclusive workplace where all employees present themselves in a neat, clean, and appropriate manner. Employees are expected to comply with the prescribed dress code, including wearing company uniforms where applicable, and maintaining proper grooming standards. Attire should reflect professionalism, workplace safety, and respect for colleagues, visitors, and stakeholders. Clothing that is offensive, excessively casual, revealing, or inappropriate for the work environment is not permitted. Compliance with the dress code is an essential part of workplace discipline and supports the organization's values, culture, and reputation.

5.6 Solicitation and Distribution of Literature

No employee shall solicit or promote support for any cause or organization during his or her working time or during the working time of the employee or employees at whom such activity is directed, unless supported by Law of the land. No employee shall distribute or circulate any written or printed material in work areas during his or her working time or during the working time of the employee or employees at whom such activity is directed. Under no circumstances will non-employees be permitted to solicit or to distribute written material for any purpose at the company premises.

6. Anti-Corruption, Anti-Bribery and Fair Competition (Anti-Trust)

6.1 Restricted Practices

Illustrative List of acts /practices which are restricted / prohibited under the policy framework is given below:

- Money Laundering/Dishonest misappropriation of property & money
 - Criminal breach of trust.
 - Cheating.
 - Corruption/bribery
 - Business favours/Acceptance or giving of Gifts over and above the extent and the manner as allowed hereunder: -
- a) Acceptance or offering of Gifts and Hospitality in excess of the approved threshold or without the requisite approvals under this Policy.
 - b) Employees shall not solicit, offer, provide, or accept gifts, hospitality, entertainment, favors, or other business courtesy that may improperly influence, or appear to influence, business decisions, create a conflict of interest, or compromise professional judgment.
 - c) Gift Acceptance and Approval Threshold

Value of Gift/Hospitality	Approval Requirement	Register Entry
Up to ₹2,000	No prior approval required, subject to policy compliance	Not mandatory
Above ₹2,000 up to ₹5,000	Approval from Department Head (HOD)	Mandatory
Above ₹5,000	Approval from Functional Head and HR Head/Management	Mandatory
Cash, cash equivalents, gift cards, personal benefits, or prohibited favors	Strictly prohibited	N/A

- d) Approval Matrix

Activity	Approving Authority
Acceptance of gift/hospitality above prescribed threshold	Department Head
Acceptance of gift/hospitality above ₹5,000	Functional Head and HR Head/Management
Offering gifts on behalf of the Company	Department Head as per approved budget
Offering gifts above prescribed threshold	Functional Head and Management approval

e) Gift and Hospitality Register

A **Gift and Hospitality Register** shall be maintained by the Human Resources Department or designated Compliance Representative. All gifts and hospitality exceeding the prescribed threshold shall be recorded promptly.

The register shall include:

- Date
- Employee Name
- Department
- Description of Gift/Hospitality
- Name and Organization of Giver/Recipient
- Estimated Value
- Business Purpose
- Approval Details
- Remarks

The Ethics & Human Rights Committee shall periodically review the Gift and Hospitality Register to monitor compliance and identify any potential risks, trends, or conflicts of interest.

f) Violations

Failure to disclose gifts, obtain required approvals, maintain accurate records, or comply with the provisions of this section may result in disciplinary action in accordance with the Company's disciplinary procedures.

6.2 Anti-Bribery

Farmson maintains a zero-tolerance approach towards bribery in any form. No employee, contractor, consultant, supplier, or business partner shall directly or indirectly offer, promise, authorize, request, receive, or accept any bribe, kickback, facilitation payment, gift, Favor, or other advantage intended to improperly influence a business decision or secure an unfair benefit.

Bribery is prohibited regardless of whether it involves government officials, customers, suppliers, contractors, or any other third party.

All employees are expected to report suspected bribery or unethical payments through established reporting channels.

6.3 Anti-Trust and Fair Competition

Farmson is committed to conducting business in a fair, ethical, and competitive manner and complies with all applicable competition and antitrust laws.

Employees shall not:

- Engage in price fixing or price coordination with competitors.
- Share confidential pricing, customer, market, production, or business strategy information with competitors.
- Participate in bid rigging or collusive tendering activities.
- Allocate markets, territories, customers, or suppliers with competitors.
- Abuse a dominant market position or engage in unfair trade practices.

Any interaction with competitors must be lawful, transparent, and in compliance with competition laws.

6.4 Ensuring Corruption Prevention

- Advocating for integrity: All executives, managers and employees should promote the company's integrity culture. As representatives of the company and its values, it is the responsibility of employees to explain to Third Parties that integrity is the foundation upon which the company builds its excellence in delivering innovative solutions and top quality service.
- Raising concerns: We strive to foster an environment in which employees feel comfortable raising concerns. Employees with concerns, doubts or suspicions in regard to corrupt or fraudulent practices should seek advice and guidance through appropriate channels. Employees may contact HR with suggestions for the improvement of anti-corruption prevention procedures and control.
- Any employee who breaches this Policy will face disciplinary action, which could result in dismissal. Company reserves the right to terminate any contractual relationship with anyone who breaches this policy. Any breach of this policy would also result in imposition of fines/ imprisonment of the individual as per applicable law of the land/ termination of contract with the Third Party.
- The Chief Executive Officer/Director/Board have overall responsibility for ensuring that this Policy complies with Company's legal and ethical obligations and that all those under this control comply with it.
- Managers at all levels are responsible for ensuring that those reporting to them are made aware of and understand this policy, undertake training on how to adhere to it and also monitor compliance with it.
- Farmson shall periodically provide awareness and training on Anti-Corruption, Anti-Bribery, Fair Competition, Business Ethics, and Conflict of Interest requirements. Training records shall be maintained and reviewed by the Ethics & Human Rights Committee
- The HR team is responsible for monitoring, training, adherence and effectiveness (and dealing with any queries on its interpretation). Every person to whom this policy applies is responsible for the success of this policy and should ensure that he / she should use it to disclose any suspected activity or wrong-doing.
- Farmson shall provide periodic anti-bribery and anti-corruption training to employees, especially those in high-risk functions such as procurement, sales, finance, logistics, regulatory affairs and senior management. Farmson shall also conduct appropriate due diligence on high-risk third parties, including suppliers, agents, consultants, intermediaries and contractors, and include anti-corruption clauses in relevant contracts.

7. Human Rights

7.1 Child Labour

We show zero tolerance towards any instance of child labour. We have in place mechanisms to prevent any instances of child labour and educate our stakeholders on the same to ensure our operations as well as supply chain follow practices on zero tolerance of child labour. We are committed to ensure that our business and supply chain reflects our values and respect for human rights. Further, we enforce strict measures to eliminate, prevent, and combat modern slavery and human trafficking in all forms across our business and supply chains.

Farmson shall verify the age of workers during recruitment through valid identity and age documentation. Suppliers, contractors and subcontractors are expected to implement equivalent age verification controls.

Any identified case of child labour shall be addressed through immediate corrective and remediation actions in line with applicable law and the best interest of the child.

7.2 Forced Labour

We oppose the use of forced labour and human trafficking. We work with subcontractors as well as suppliers to prevent incidents of forced, compulsory, or trafficked labour since these are against the basic human rights of an individual. No employee is made to work against his/her will or work as bonded/forced labour, or subject to coercion of any type related to work.

Farmson prohibits retention of original identity documents, restriction of movement, recruitment fees charged to workers, withholding of wages, debt bondage, threats, intimidation or any other coercive practice. Workers shall be free to leave employment in accordance with applicable law and contractual terms.

7.3 Diversity, Equity, Inclusion and Non - Discrimination

Farmson is committed to promoting diversity, equity and inclusion across recruitment, compensation, training, promotion, performance management and leadership opportunities. Employment decisions shall be based on merit, qualifications, skills, experience and business requirements.

Farmson shall provide equal opportunity and fair treatment to all employees and workers. The Company shall work towards inclusive workplace practices, reasonable accommodation for person with disabilities, fair pay for similar work and awareness training on diversity, inclusion and prevention of discrimination.

7.4 Workplace Security

We are committed to maintaining a safe, secure, and productive working environment that is free from violence, harassment, intimidation, and other disruptive conditions. All security measures, safeguards, and procedures implemented across our premises will be conducted with the utmost respect for the privacy, dignity, and human rights of our employees, contractors, and visitors. We ensure that our security personnel receive appropriate training to operate in a manner that upholds our commitment to international human rights standards

7.5 Freedom of Association

With a view to promote constructive dialogue between the management and employees, we respect the right to freedom of association as well as the right to collective bargaining through representatives according to applicable laws. We are committed to bargaining in good faith with such representatives. Where employees are represented by a legally recognized union, we are committed to establishing a constructive dialogue with their freely chosen representatives.

Farmson shall maintain constructive worker-management dialogue through legally recognized representatives, employee committees, safety committees, grievance forums or other appropriate engagement channels. The Company shall conduct periodic meetings with employee / worker representatives and maintain records of discussions, concerns raised and actions taken

7.6 Empowering Women Rights and Enabling Opportunities

We are committed to empowering women's rights and enabling equitable opportunities across all levels of our operations. We prohibit any form of gender-based discrimination, harassment, or marginalization. By cultivating a supportive, inclusive culture, we guarantee equal access to professional development, fair remuneration, leadership roles, and a safe environment where every individual can thrive.

7.7 Health and Safety

We are committed towards maintaining a workplace that is safe for our employees and promotes well-being. Our safety procedures are driven by a goal of zero injuries and are aligned to the applicable safety laws, internal monitoring mechanisms and management systems that enable a safe workplace and prevent health risks. We are committed to engaging with our employees to continually improve health and safety across all our locations, including the identification of hazards and remediation of health and safety issues.

Farmson shall maintain appropriate health and safety management practices, including hazard identification, risk assessment, incident reporting, investigation, corrective action tracking, safety training, emergency preparedness and periodic safety inspections. Health and safety performance shall be monitored through defined indicators and reviewed by responsible management.

7.8 Working Conditions and Employee Wellbeing section

Farmson is committed to providing fair and safe working conditions in compliance with applicable labor laws. This includes timely payment of wages, statutory benefits, working hours, overtime, rest periods, holidays, leave, welfare facilities, access to drinking water, sanitation, canteen facilities where applicable, and safe workplace conditions.

Farmson supports employee wellbeing through awareness, engagement, grievance redressal, training and development, and initiatives that promote physical and mental health. The Company shall not tolerate retaliation against any employee or worker who raises concerns regarding working conditions or wellbeing.

7.9 Respecting Community Human Rights

We are committed to creating positive change and supporting sustainable development in the communities where we operate. As part of this commitment, we strive to identify and address issues that infringe on human rights, tackle their root causes, and promote practices that uphold equality, dignity, and respect for human rights.

We ensure that all employees are informed about this policy through multiple communication channels, including onboarding induction programs, policy acknowledgment during the performance review process, training sessions, presentations, and other awareness initiatives.

Community grievances shall be acknowledged within **07** working days and reviewed by the responsible department. Farmson shall investigate concerns in a fair, confidential and timely manner and take corrective actions where required. Records of grievances, actions taken and closure status shall be maintained. Farmson prohibits retaliation against any external stakeholder raising a concern in good faith.

Farmson shall periodically identify, assess and address actual and potential Labor & Human Rights risks across its own operations and, where relevant, its supply chain. This includes risks related to child labor, forced labour, contract labour, migrant workers, discrimination, harassment, occupational health and safety, working conditions and community impacts.

Where adverse impacts are identified, Farmson shall take appropriate preventive, corrective and remedial actions. High-risk suppliers, contractors and business partners may be required to implement corrective action plans and demonstrate compliance with Farmson's labour and human rights expectations.

Community Grievances & Reporting

We welcome open dialogue with local stakeholders. Any concerns regarding potential human rights impacts or infractions within our community operations can be formally submitted to **info@farmson.com** for review and resolution.

7.10 Governance Mechanism

FARMSON has created a workplace in which open and honest communications among all employees are valued and respected. FARMSON follows all applicable labour and employment laws wherever we operate. In case of letters, a sealed envelope marked “**Human Rights Concern**” should be addressed to the HR dept. at respective locations. The communication should be made in writing by email addressed to **info@farmson.com** & by call on **0265-2840092 Ext. 2303**.

No reprisal or retaliatory action will be taken against any employee for raising concerns under this policy. FARMSON is committed to investigating, addressing and responding to the concerns of employees and to taking appropriate corrective action in response to any violation. After completion of an investigation, the parties concerned shall be informed that the investigation has been completed and all necessary action taken.

All grievances shall be acknowledged within **07** working days of receipt. Complaints shall be investigated in a confidential, impartial and timely manner by authorized personnel. Corrective and disciplinary actions shall be taken where allegations are substantiated. Farmson shall maintain records of grievances, investigations and closure actions. Retaliation against any person raising a concern in good faith is strictly prohibited.

8. Anti - Harassment and Anti -Bullying

Harassment: Intentional or unintentional behaviour that violates dignity and creates an intimidating, hostile, degrading, humiliating or offensive environment. Can be a one-off incident or a series of incidents. It does not matter whether the behaviour happens routinely or is a one-off incident-it is still harassment if it is unwanted.

Example of some harassment behaviours:

- Patronising or belittling comments
- Comments about a person’s appearance, body or clothes
- Leering or staring at a person's body
- Unwelcome sexual invitations or pressure
- Promises or threats to coerce someone into doing something they don’t want to do
- Displaying offensive or sexually explicit material others find offensive
- Touching, caressing, hugging or indecent assault
- Trolling and cyberstalking online.
- Unfair or impractical work loading
- Giving the worst tasks to do
- Giving the worst shifts.

Bullying: Repeated intentional behaviour aimed at hurting the recipient physically or emotionally. Often experienced for a prolonged period. Bullying and harassment can be similar. The main difference between harassment and bullying is that bullying is always intentional and always happens more than once.

Some Examples are:

- **Physical:** pushing, poking, kicking, hitting, biting, pinching etc.
- **Verbal:** name calling, making someone the butt of jokes, sarcasm, spreading rumours, making threats, teasing, talking down to someone.
- **Emotional:** isolating someone, tormenting someone, hiding possessions, excluding someone, humiliation, intimidation.
- **Sexual:** inappropriate touching, sexual comments, leering, homophobic abuse.
- **Online:** sending nasty messages, posting nasty posts, sharing embarrassing or hurtful photographs.

We are committed to upholding the human rights of every individual by maintaining a safe, respectful, and inclusive environment free from bullying, harassment, discrimination, and intimidation. Every person has the right to be treated with dignity, fairness, and respect, regardless of their race, ethnicity, religion, gender, age, disability, sexual orientation, or any other protected characteristic. Any form of physical, verbal, psychological, sexual, or online harassment or bullying is strictly prohibited and will not be tolerated.

Farmson shall comply with applicable laws relating to prevention of sexual harassment at the workplace. Complaints relating to sexual harassment shall be handled through the designated Internal Committee / appropriate grievance mechanism in accordance with applicable law and internal procedures. The Company shall ensure confidentiality, non-retaliation, impartial investigation and appropriate corrective action.

Farmson shall provide periodic awareness and training on anti-harassment, anti-bullying, non-discrimination and respectful workplace behaviour. The Company aims to train 100% of employees on these topics annually and maintain training records.

All employees, volunteers, contractors, and stakeholders are expected to contribute to a workplace culture based on mutual respect, professionalism, and inclusion. Individuals who experience or witness bullying or harassment are encouraged to report their concerns through the appropriate reporting channels without fear of retaliation. All complaints will be handled promptly, confidentially, impartially, and in accordance with applicable laws and organizational procedures. Appropriate corrective and disciplinary action will be taken where misconduct is substantiated. Through awareness, accountability, and continuous education, the organization is committed to preventing bullying and harassment and ensuring that the human rights, dignity, and well-being of every individual are protected.

9. Right of Collective Bargaining

The right of collective bargaining is considered a fundamental human and labour right that is essential to modern workplace ethics. It is explicitly recognized in international conventions and is a cornerstone of ethical corporate policies that aim to ensure fairness, transparency, and a balance of power between employers and employees.

10. Committee Members

The committee will consist of six people, out of which there will be one Chairperson of the committee.

The Ethics & Human Rights committee is as follows:

S. No	Name of Committee Members	Designation	Designation in Committee	Contact Details
1	Sudhesh Mishra	COO & Director	Chairman	Email : samishra@farmson.com
2	Sheela Nair	Manager - Purchase	Member	Email : rmpurchase@farmson.com
3	Prashant Shihora	General Manager	Member	Email : production_fpgpl@farmson.com
4	Mayur Patel	General Manager	Member	Email : mayurpatel@farmson.com
5	Shailesh Rane	Works Manager	Member	Email : shaileshrane_u-3@farmson.com
6	Anit Nair	AGM - HR	Member	Email : anit@farmson.com

10.1 Roles & Responsibilities of committee

The Committee shall:

- Monitor compliance with the Ethics & Human Rights Policy.
- Review complaints and concerns related to human rights, discrimination, harassment, unethical conduct, retaliation, or violations of this Policy.
- Ensure fair, confidential, and timely investigation of reported concerns.
- Recommend corrective and preventive actions for identified gaps.
- Review trends, recurring issues, and risk areas relating to ethics and human rights.
- Promote awareness, training, and communication on ethics, human rights, diversity, equity, and inclusion.
- Monitor implementation of action plans and improvement initiatives.
- Periodically review the policy and recommend updates, where required.

10.2 Meeting Frequency

- The Committee shall meet half-yearly or if in case of any incident reported.
- Additional meetings may be convened to address significant incidents, complaints, or emerging risks.
- Minutes of meetings shall be maintained and retained by the designated committee coordinator.

10.3 Reporting Mechanisms

- Employees, contract workers, trainees, suppliers, and other stakeholders may report concerns through available grievance channels, whistleblower mechanisms, HR representatives, reporting managers, or designated ethics contacts.
- All concerns shall be recorded, reviewed, investigated as appropriate, and documented.
- The Committee shall review complaint status, investigation outcomes, corrective actions, and closure reports.
- Significant matters and committee recommendations shall be reported periodically to Senior Management.
- Confidentiality and protection against retaliation shall be ensured for individuals raising concerns in good faith.

11. Goals and Targets

Farmson shall define, monitor and review measurable and time-bound Labour and Human Rights goals and targets on an annual basis. Progress against these targets shall be reviewed by the Ethics & Human Rights Committee, HR, EHS and relevant functional heads, and reported to senior management at least annually.

Farmson's Labour and Human Rights Targets:

- Maintain zero fatalities across all operations on an annual basis

- Reduce recordable workplace injuries by **5%** by FY 2030, using FY 2024 as the baseline year.
- Train 100% of employees on Ethics, Human Rights, Anti-Harassment and Non-Discrimination annually.
- Provide a minimum of 14 hours of training per employee annually.
- Obtain acknowledgement of the Ethics & Human Rights Policy from 100% of employees and relevant contract workers during onboarding and/or annual policy communication.
- Conduct a minimum of six worker-management engagement meetings annually and maintain records of discussions, concerns raised and actions taken.
- Ensure 100% statutory compliance checks for contract labour and applicable contractors annually.
- Conduct annual review of high-risk suppliers and contractors for compliance with labour, human rights, health and safety requirements, including child labour, forced labour, working conditions, wages, working hours, statutory compliance and occupational health and safety
- Track and close corrective actions arising from safety incidents, grievances, statutory compliance checks and supplier/contractor reviews within defined timelines

Progress against these targets shall be reviewed by the Ethics & Human Rights Committee and senior management.

12. Policy Communication, Monitoring and Reporting

Farmson shall communicate this Policy to employees, workers and relevant stakeholders through induction programs, refresher trainings, internal communication channels, notice boards, intranet/shared drives and other awareness initiatives, as applicable.

Farmson shall maintain relevant records to demonstrate implementation of this Policy, including employee acknowledgements, training attendance records, grievance records, investigation and closure records, health and safety performance data, worker-management meeting records, supplier/contractor compliance records and corrective action trackers.

Progress against Labor & Human Rights goals and targets shall be monitored periodically by the **Ethics & Human Rights Committee** and relevant functional heads. Significant concerns, grievances, non-compliances and corrective actions shall be reported to senior management for review and further action.

Review of Policy

The Policy shall be reviewed on or before 31st, March 2029.