

Human Rights Policy

Preamble

IIFL Securities Limited (hereinafter referred to as 'IIFL Securities') is committed to promoting, upholding and respecting human rights across their business operation and value chain without discrimination of any sort, including but not limited to, race, color, sex, language, religion, political or other opinions, national or social origin, property, birth or other position.

Internationally recognized frameworks such as the UN Guiding Principles on Business and Human Rights and the Universal Declaration of Human Rights serve as the foundation for IIFL Securities' approach to human rights.

Purpose

This Policy lays out a common set of ethical values to ensure employees of IIFL Securities and its subsidiaries are treated with respect and dignity.

Scope

The Policy is applicable to all employees of IIFL Securities and its subsidiaries (herein after referred to as the "Company") across India. The Policy also extends to suppliers and value chain partners associated with the Company across all locations.

Definitions

'Employees' means permanent employees, interns, probationers, retainers, consultants, trainees and contract staff.

Note: The aforesaid definition of 'Employee' shall be used only for the purposes of the Policy and cannot be used to claim rights of an employee conferred by any law for the time being in force.

'Human Rights' means rights inherent to all human beings, regardless of race, sex, nationality, ethnicity, language, religion, or any other status. Human rights include the right to life and liberty, freedom from slavery and torture, freedom of opinion and expression, the right to work and education, and many more. Everyone is entitled to these rights, without discrimination.

Commitment

The Company shall ensure to:

- Create and a foster a workplace respecting human rights of each individual and free

from any form of discrimination and harassment

- Provide equal opportunity for employees solely based on merit
- Recognize employees' rights towards a fair compensation, healthy and safe working environment
- Undertake periodic internal or external human rights assessments
- Include human rights clauses in all agreements and contracts with its value chain partners

Areas covered

Prohibition of child or forced labour

The Company has zero tolerance towards any form of child or forced form of labour and strongly ensures that no such instances of child or forced labour occur in any of its operations. The Company has adequate policies in place covering its value chain.

Human Dignity

Strives to foster a congenial & harmonious work environment based on professionalism, honesty, dignity and integrity, as well as high moral and ethical standards where people feel comfortable and respected, regardless of individual differences, talents or personal characteristics.

Equal Opportunity

The Company is committed to promote equal opportunities for all its employees and provide an inclusive and harmonious work culture free of any form of discrimination. The Company's priority is to create a conducive environment for all of its employees and not unfairly discriminate or treat anybody on any ground, including race, caste, religion, color, ancestry, marital status, gender, sexual orientation, age, nationality, ethnic origin, disability or any other category protected by applicable law.

Fair Compensation

The Company recognizes the importance of provide fair and equal compensation/remuneration to all employees in accordance with the local and state regulatory requirements. As a responsible employer it ensures that the compensation is provided solely on the basis of competency, skill set and merit.

Harassment-Free Workplace

The Company recognizes the significance of having harassment- free workplace for its employees. The Company is dedicated to upholding the rights of each and every employee and strives to ensure that they are encouraged to build a work culture that fosters human respect and dignity.

Safe and Healthy Workplace

Employees are integral to the Company and is dedicated to providing a conducive working environment that is healthy and safe. The Company strives to take adequate measures towards the protection of the well-being of its employees and has requisite Policy and practices in place for the effective implementation.

Diversity, Equity, and Inclusion (DEI)

The Company recognizes the importance of a diverse and inclusive workplace and foster an environment with having people on the basis of merit and no discrimination on the basis on race, age, color, sexual orientation, ethnicity, religion, nationality any form of disability and marital status.

Grievance Mechanism

Any complaints relating to violation of Human Right shall be directed to Head - Human Resource of the Company.

Responsibilities:

The Head - Human Resource shall be responsible for implementation of this Policy. The Company considers it to be the duty of every employee to abide by the Policy and contribute towards a harmonious working ecosystem.

Communication of the Policy

- The Company shall conduct training sessions for all employees to increase awareness of their human rights
- The Policy shall be easily accessible on the Company's intranet

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