



HUMAN RIGHT POLICY

ideaForge Technology Limited

Overview:

ideaForge Technology Limited (hereinafter referred as “the Company” or “ideaForge” or “We” or “Us”) We are dedicated to advocating, upholding, and honoring Human Rights throughout all facets of our operations and supply chain, without discrimination of any sort, including but not limited to, race, color, sex, religion, political or other opinions, national or social origin, property, birth or other position.

Our company has implemented robust protocols and procedures within our framework to safeguard against any violations of Human Rights. We are committed to respecting and safeguarding the rights of all individuals and managing them with integrity and diligence.

Purpose:

The Policy shows our commitment to ethical conduct and responsible behavior. At its core, the purpose of this Policy is to ensure that every individual involved in our operations, whether employees, partners, or stakeholders, is treated with dignity, respect, and fairness. By articulating clear guidelines and principles, we aim to create an environment where Human Rights are protected and promoted.

By including Human Rights considerations into our decision-making processes and daily operations, we contribute to the broad societal goal of advancing human dignity and equality. The Human Rights Policy reflects our organization's values and commitment to making a positive impact to all stakeholders. The Policy lays out a common set of ethical values to ensure every stakeholder of ideaForge is treated with respect and dignity.

Coverage:

The Policy is applicable to all ideaForge stakeholders including but not limited to employees, workers, suppliers, business partners, customers, communities, investors, and shareholders across all Indian operations.

Definition(s):

“Policy” means “Human Rights Policy”

“Human Rights” rights inherent to all human beings, regardless of race, gender, 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.

Components of the Policy:

Aligned with our core values, our commitment to upholding Human Rights extends to various stakeholders, including our employees, the communities in which we operate, suppliers, business partners, and customers.

For suppliers and partners lacking comparable policies, we proactively encourage and support them in adopting and implementing such standards. Our approach is characterized by active engagement, collaboration, and a commitment to transparency, corrective action, and continuous improvement.

Moreover, we recognize our responsibility to raise awareness of Human Rights among stakeholders covered by this Policy, playing a constructive role in fostering understanding and adherence to Human Rights principles.

ideaForge diligently identifies, evaluates, and mitigates Human Rights impacts throughout its value chain, prioritizing the well-being of employees, suppliers, contractors, and the local communities in which we operate.

Employees:

- **Ensure Human Rights Integration within the Company Ecosystem:**

Our commitment to Human Rights involves managing the impact of our operations,

ensuring access to grievance mechanisms for all affected by our business. We uphold the fundamental principles of Human Rights, including the elimination of discrimination, child labor, and forced labor.

- **Equitable Treatment and Employee Rights:**

We guarantee fair and equal compensation to all employees in compliance with minimum wage regulations. Employees have the right to freedom of association and collective bargaining without fear of intimidation or harassment.

- **Non-Discrimination and Safe Working Environment:**

We are dedicated to safeguarding employees against discrimination and sexual harassment, ensuring equal opportunities for all in alignment with our "Equal Opportunity Policy". Our aim is to provide a conducive, healthy, and safe working environment that adheres to applicable local regulations regarding compensation, remuneration, and working hours.

- **Empowerment and Awareness:**

We look to conduct regular training sessions to raise awareness among all employees about Human Rights, promoting an environment of empowerment and knowledge.

- **Transparent Grievance Mechanisms:**

A robust grievance mechanism is in place to address any Human Rights-related issues, prioritizing complainants' confidentiality and preventing any form of retaliation.

- **Continuous Evaluation and Improvement:**

We look to undertake periodic internal and external assessments across our value chain to ensure the continuous evaluation and improvement of our practices concerning Human Rights.

Suppliers and Contractors:

- **Non-discrimination:** Implement procedures that prohibit discrimination on the basis of race, gender, religion, ethnicity, sexual orientation, disability, or any other protected characteristic.
- **Fair labor practices:** Provide fair wages, safe working conditions, reasonable working hours, and ensure the right to freedom of association and collective bargaining for all employees.
- **Child labor and forced labor:** Prohibit the use of child labor and forced labor in any form within the supply chain and implement mechanisms to verify the age and consent of workers.
- **Health and safety:** Prioritize the health and safety of employees by providing a safe and healthy work environment, including proper training, protective equipment, and emergency procedures.
- **Respect for human dignity:** Treat all workers with dignity and respect, and prohibit any form of harassment, abuse, or exploitation.
- **Transparency and accountability:** Maintain transparency in operations and supply chain practices and establish mechanisms for accountability and remediation in case of Human Rights violations.

Communities:

- As part of our commitment to stakeholders in the communities where we operate, we strive to foster economic opportunities within these communities, promoting

goodwill and enhancing Human Rights through the implementation of corporate social responsibility initiatives.

- Furthermore, we advocate for the respect of Human Rights within local communities, with particular attention to marginalized groups. We uphold the cultures, customs, and values of the people in these communities, recognizing and celebrating their diversity.
- We endeavor to contribute to the improvement of environmental, social, and economic conditions within our operational areas, within the capabilities of our company. Through our actions, we aim to serve as a positive force to support community development and empowerment.

Adherence to regulations:

- The Company upholds fundamental human rights in line with the legitimate role of business. Its approach includes adherence to corporate business policies and compliance with applicable National laws and policies.

Grievance Redressal Mechanism:

- There is a grievance redressal mechanism in place that provides a platform for all the stakeholders covered under this Policy to register their complaints or concerns on Human Rights issues. Kindly refer to the 'Grievance Redressal' Policy for more information on the same.
- The stakeholders can register their complaints by writing to compliance@ideaforgetech.com
- If the complainant is not satisfied with the approach in which his or her issues have been resolved or if the responsible point of contact has not addressed them appropriately, the grievance will be escalated to the concerned Head of Department.

Roles and Responsibilities:

Senior management and HR Leadership is responsible for demonstrating leadership and commitment to Human Rights principles throughout the organization. They provide strategic direction, allocate resources, and monitor progress towards Human Rights goals. The Human Resources department plays a pivotal role in implementing policies and procedures related to employee rights and welfare, including training, awareness programs, and grievance redressal mechanisms.

Communication of the Policy:

The Policy will be communicated to all ideaForge employees employed in India throughout their employment tenure placed across any of the offices, units, branches in the country by providing them with the access to this Policy. Further:

- All employees shall receive training on this Policy.
- The Policy shall be easily accessible on the company's website/intranet.

ideaForge's Board of Directors and HR leadership have a strategic role in the full implementation of this Policy ensuring the involvement of all personnel and of those who collaborate with ideaForge, and the consistency of their behavior with the values embodied in this Policy.

Periodic review of the Policy shall be carried out at a decided timeline of once annually. The Board will be the approving authority of this Policy. The Board will, therefore, approve this Policy and any amendments thereto from time to time.

Review and Approval:

ideaForge's top management has a strategic role in the full implementation of this Policy ensuring the involvement of all needed personnel.

Version History:

Version	Approved By	Approval Date	Effective Date	Clause(s) Modified
1 st Version	Board of Directors	May 14, 2024	May 14, 2024	-

**Indicative table*