

HUMAN RIGHTS POLICY OF IRCON INTERNATIONAL LIMITED

1.0 PREAMBLE

IRCON, International (the "Company" or "IRCON") believes inherent dignity & equality are inalienable rights of the human race which is the basic foundation of freedom, justice and peace in the world. The fundamental principles that govern our commitment to human rights include the prohibition of child labour, the right to collective bargaining, and protection from discrimination based on age, gender, race, colour, sexual orientation, social origin and status, status as an indigenous person, disability, religion & spiritual belief, political opinion, or other forms of personal characteristics.

2.0 POLICY OBJECTIVE

IRCON International Limited (hereinafter referred to as "the Company" or "IRCON") endeavours to continuously monitor issues relating to human rights, going through a cycle of detection, evaluation, prevention, and mitigation with regard to our business operations. IRCON strives to raise awareness of human rights throughout the company and strengthen its ability to manage such issues.

3.0 PURPOSE AND SCOPE OF THE POLICY

This policy of the company is intended to create an environment where the fundamental rights of all stakeholders, based on UN Guiding Principles on Business and Human Rights and the Law of Land, can be protected. We are dedicated toward this and committed to respect the rights of our employees, suppliers and vendors, partners and their associates in tune with the MCA's National Action Plan on Business & Human Rights.

4.0 POLICY STATEMENTS

- IRCON shall respect human rights without discrimination based on race, gender, age, national origin, religious belief, sexual orientation, color, genetic information, or social origins, etc.
- IRCON ensures that child labour, coercive or forced labour, or any form of involuntary labour, paid or unpaid is not practiced by the company and/or any of its value partners.
- IRCON shall ensure that all of its employees, including contract and temporary workers, receive fair, prompt, and transparent payment of their statutory wages without discrimination.
- IRCON is committed to promoting and respecting the right of freedom of association, participation of workers and collective bargaining.
- IRCON is committed to creating a work environment that upholds the dignity of the employees and is safe, hygienic, and accessible to people with disabilities.

- IRCON shall engage in promoting the awareness and realization of human rights across its value chain.
- IRCON shall take special attention to those vulnerable to, or at risk of, such adverse human rights impacts, individually or collectively.
- IRCON encourages its suppliers, contractors & consultants to protect human rights of their employees & other stakeholders.
- IRCON shall design & implement community related projects which promotes inclusivity, diversity & equality.
- IRCON shall make efforts to avoid causing or contributing to adverse human rights impacts, and address such impacts when they occur via grievance redressal system in timely manner.
- IRCON shall endeavour to carry out human rights due diligence in order to identify, prevent, mitigate and account for any adverse human rights impacts.
- IRCON shall endeavour to protecting rights of workers, consumers and all stakeholders.
- IRCON is committed to upholding the nine principles outlined in NGRBC (National Guidelines on Responsible Business Conduct).

5.0 AMENDMENT

The power to modify this policy may be entrusted to the CMD, in consultation with the Director (Finance) or any other functional director. They may review or amend this policy, in whole or in part, from time to time, as required by the Act or any other statute.

6.0 COMMUNICATION

IRCON shall ensure employees, workers, and value chain partners are fully trained and aware of Human Rights issues. This policy is communicated to all employees in an appropriate and meaningful manner.

7.0 GRIEVANCE REDRESSAL

IRCON ensures that all individuals and groups whose human rights are impacted by them have access to effective grievance redressal mechanisms. The Competent Authority of the relevant Departments may receive any complaints at any time regarding any aspect of a violation of human rights. In order to support an open, equitable, and transparent system, the recipient is required to promptly and satisfactorily address all complaints.

8.0 MONITORING & EVALUATION

In order to identify, prevent, mitigate, and respond to potential negative consequences related to human rights, and since risk factors that relate to human rights may change over time, IRCON will conduct routine due diligence (directly related to its operations and/or services provided) to ensure compliance with human rights. The company will regularly assess human rights for its operations and value chain partners.

9.0 GENERAL

Notwithstanding anything contained in this policy, the Company shall ensure compliance with any additional requirements as may be prescribed under any laws/regulations either existing or arising out of any amendment to such laws/regulations or otherwise and applicable to the Company, from time to time.

In the event of any conflict between the provisions of this Policy and of the Act or Listing Regulations or any other statutory enactments, rules, the provisions of such Act or Listing Agreement or statutory enactments, rules shall prevail over this Policy. Any subsequent amendment/ modification in the Listing Regulations, Act and/or applicable laws in this regard shall automatically apply to this Policy.