

SOCIAL ACCOUNTABILITY POLICY

We are INTEGRA Engineering India Ltd (IEIL) "Manufacturer of sheet metal products and components, enclosures, railway signaling products, wire harnesses, power relays & more." We are committed to provide a socially accountable work environment and uphold ethical business practices by respecting employees' rights to ensure a decent workplace as follows:

- **Child Labour:** IEIL, since inception has followed the practice of not engaging workers who are less than 18 years of age in its workforce.
- **Forced of compulsory Labour:** IEIL does not engage or support the use of forced or compulsory labour. It promotes an environment for the workforce to work voluntarily, without any threat of punishment or retaliation.
- **Health & Safety:** IEIL is committed to providing healthy and safe working environment for all personnel employed or contracted.
- **Freedom Of Association:** IEIL respects and supports the right to freedom of association and ensures that workers and their organizations are not subjected to any discrimination at workplace.
- **Non-Discrimination:** In consonance with code of conduct, IEIL provides an equal opportunity to all the employees and qualified applicants for employment without discrimination of any kind. IEIL exercises positive discrimination in favor of socially disadvantaged communities, provided potential employees fulfil their merit-based criteria.
- **Disciplinary Practice:** IEIL has always treated and will treat all its personnel with dignity and respect. All disciplinary actions are in accordance with law.
- **Security Practices:** The security of IEIL are practiced to ensure due consideration of human rights under all circumstances.
- **Working Hours:** IEIL complies with all applicable laws and industry standards on working hours.
- **Compensation Practices:** IEIL ensures that its workforce is paid wages which meet or exceed the minimum wage as per law.
- **Supply Chain Practices:** IEIL promotes human rights practices in its supply chain through various engagement forums, training, surveys, third party audits and its inclusion as a criterion in vendor registration process.
- **Management System:** The Company continuously tracks its human rights and social performance through establishing effective management system. Any complaint or grievance is addressed judiciously and used as input to further improve the system and processes.

Actions of this policy are quantified by measurables mentioned in list of KPI/Objectives (ANX/EHS/002/A)

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Bhavin Kariya
CEO