

## *Social Responsibility & Human Rights Policy*

### 1. Introduction

At AICS Industries Limited, we are committed to conducting our business in a manner that respects and promotes social responsibility and the fundamental rights of all individuals affected by our operations. As a responsible corporate citizen, we strive to positively impact our employees, suppliers, local communities, and the environment.

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### 2. Purpose

The purpose of this policy is to:

- Uphold and respect internationally recognized human rights.
  - Ensure fair and ethical treatment of employees and workers.
  - Promote inclusive growth, community well-being, and responsible business conduct.
  - Align with applicable national and international human rights laws and social responsibility standards.
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### 3. Scope

This policy applies to all employees, workers, contractors, suppliers, and business partners of AICS Industries Limited, across all locations.

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### 4. Guiding Frameworks

This policy is informed by:

- The Constitution of India
- The Factories Act, 1948 and related labor laws
- The Universal Declaration of Human Rights (UDHR)

- The UN Guiding Principles on Business and Human Rights
  - The International Labour Organization (ILO) Core Conventions
  - Section 135 of the Companies Act, 2013 on Corporate Social Responsibility (CSR)
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## 5. Human Rights Commitments

AICS Industries Limited shall:

### 5.1 Prohibit Child and Forced Labor

- No child labor is permitted in any part of our operations or supply chain.
- All work must be freely chosen. Forced, bonded, or involuntary prison labor is strictly prohibited.

### 5.2 Ensure Non-Discrimination and Equal Opportunity

- Discrimination on the basis of caste, religion, gender, age, disability, sexual orientation, or any other status is not tolerated.
- We promote diversity, equity, and inclusion across our workforce.

### 5.3 Uphold Fair Wages and Working Conditions

- Comply with minimum wage laws and ensure timely payment of wages.
- Provide a safe, hygienic, and healthy working environment.
- Adhere to statutory working hours and overtime norms.

### 5.4 Respect Freedom of Association

- Employees have the right to join associations and participate in collective bargaining, as per applicable laws.

### 5.5 Protect Personal Dignity

- Harassment, abuse, or inhumane treatment in the workplace is strictly prohibited.

- Implement grievance mechanisms to report violations confidentially and without retaliation.
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## 6. Corporate Social Responsibility (CSR)

As part of our broader social responsibility:

### 6.1 CSR Commitments

- We aim to contribute to the development of the communities in which we operate.
- CSR programs focus on:
  - Health and sanitation
  - Skill development and vocational training
  - Education for underprivileged children
  - Environmental conservation and waste management

### 6.2 CSR Committee and Implementation

- The CSR Committee of the Board shall guide CSR strategy and ensure compliance with Section 135 of the Companies Act.
  - CSR activities shall be carried out through credible NGOs or in-house initiatives.
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## 7. Supply Chain and Business Partners

AICS Industries Limited expects its suppliers and partners to adhere to similar standards of human rights and social responsibility. We encourage:

- Ethical labor practices in vendor facilities.
- Prohibition of exploitation in subcontracting.
- Monitoring of working conditions, especially where PUF manufacturing processes are outsourced.

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#### 8. Awareness and Training

- All employees shall be sensitized to this policy through regular training and internal communication.
- Contractors and suppliers shall be made aware of the Company's human rights expectations.

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#### 9. Monitoring, Reporting & Grievance Redressal

- A grievance mechanism is in place for employees and third parties to report violations.
- Regular audits and reviews will be conducted to ensure adherence to human rights and social standards.
- The Company shall investigate all allegations and take appropriate action.

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#### 10. Policy Review

This policy will be reviewed annually by the Board or as required by legal and operational changes.