



EMPLOYEE WELL-BEING POLICY

I. OBJECTIVE

Bikaji Foods International Limited (hereinafter referred to as the “Company”) is deeply committed to the well-being of its employees, prioritizing their safety, health and professional development as essential components of our operational ethos. We provide ample opportunities for growth, recognizing that employee welfare is critical to achieving sustainable growth.

Our policy embraces diversity and inclusion, prohibiting discrimination and ensuring equal opportunities for all. We maintain rigorous standards for workplace safety and health, adhering to stringent protocols to create a safe and secure environment. These principles underscore Company’s commitment to fostering a supportive workplace culture, while upholding the highest standards of ethical conduct and corporate responsibility.

II. SCOPE

This Policy applies to all employees affiliated with the Company, encompassing all aspects of workplace safety, health, diversity and non-discrimination. It outlines Company’s commitment to providing a secure and supportive environment, where all individuals can flourish professionally and personally.

The Policy governs practices related to employee well-being, including training, compliance with safety protocols, diversity initiatives and measures to prevent discrimination. It is designed to uphold our values of fairness, equality and ethical conduct across all levels of the organization, ensuring alignment with legal requirements and fostering a culture of inclusivity and respect.

III. APPLICABILITY

This Policy applies to all the employees of the Company.

IV. COMPANY’S COMMITMENT

We, at Bikaji Foods International Limited are steadfast to:

- Support freedom of association, encourage participation in collective bargaining and ensure accessible grievance redressal mechanisms for all employees for maintaining transparency and fairness in addressing workplace concerns;
- Prevention of child labor, forced labor and harassment in any form within the workplaces and the policy is designed to create a safe and respectful environment for everyone;
- Empower our workforce by providing equal opportunities irrespective of caste, creed, gender or disability and our commitment to diversity and inclusion is reflected in all aspects of our operations;
- prioritize the well-being of our employees by providing comprehensive facilities and ensuring timely payment of fair wages, to ensures economic security and enhances overall quality of life;

- Maintain a workplace that is safe, hygienic and humane, respecting the dignity of every individual and the health and safety protocols are strictly enforced to create a conducive working environment;
- Fosters employee development through equitable access to learning opportunities, including, training programs that enhance skills and competencies necessary for personal and professional growth;
- Support the unique work-life balance needs of our employees, particularly women and flexible work arrangements and supportive policies enable the employees to succeed both personally and professionally;
- The Company uphold the highest standards of business ethics and a professional code of conduct and have stringent measures in place to address any breaches, ensuring accountability and integrity across all levels of the organization.

By committing to these principles, the Company strive to create a workplace culture that promotes fairness, respect and continuous improvement for the benefit of all our employees of the Company.

V. GRIEVANCE MECHANISM

For any grievances or complaints related to violations of this Policy, can be reached/ contacted to Head - Human Resource of the Company. The Company assures you that all concerns will be handled promptly and confidentially, in line with our established grievance resolution procedures. Your feedback is crucial in maintaining a workplace environment that is fair, respectful and supportive for all employees at Bikaji Foods International Limited.

VI. MONITORING

The Head - Human Resource of the Company will oversee the implementation of this Policy and include pertinent data in its reports to the Senior Management of the Company, ensuring accountability and transparency in upholding our commitments at Bikaji Foods International Limited.

VII. AMENDMENT

The management of the Company can amend this Policy, as and when deemed fit. Any or all clauses of this Policy would be subject to revision/ amendment in accordance with the Rules, Regulations, Notifications etc., on the subject, as may be issued by relevant statutory authorities, from time to time. In case where any amendment(s), clarification(s), circular(s) etc., issued by the relevant authorities are not consistent with/ are in addition to/ are in derogation of the provisions laid down under this Policy, then such amendment(s), clarification(s), circular(s) etc., shall prevail upon the provisions of this Policy and this Policy shall stand amended accordingly from the effective date, as laid down under such amendment(s), clarification(s), circular(s) etc.