

SOCIAL ACCOUNTABILITY POLICY

We at IKIO Lighting Limited, are committed to fulfil our social obligations to provide a fair and humane environment to persons contributing to the manufacture of our products.

Management of IKIO Lighting Limited is committed to conform to the following foundational elements:

Child Labour: IKIO Lighting Limited since inception has followed the practice of not engaging workers who are less than 18 years of age in its workforce.

Forced or Compulsory Labour: IKIO Lighting Limited 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 and Safety: IKIO Lighting Limited is committed to providing a healthy and safe working environment for all personnel employed or contracted by IKIO Lighting Limited.

Freedom of Association: IKIO Lighting Limited respects and supports the right to freedom of association and ensures that workers and their organizations are not subjected to any discrimination in the workplace.

Non Discrimination: In consonance with IKIO Lighting Limited Code of Conduct, IKIO Lighting Limited provides equal opportunity to all its employees and all qualified applicants for employment without discrimination of any kind. IKIO Lighting Limited exercises positive discrimination in favour of socially disadvantaged communities, provided potential employees fulfil its merit based criteria.

Disciplinary Practices: IKIO Lighting Limited has always treated all its personnel with dignity and respect. All disciplinary actions are in accordance with law.

Security Practices: The security practices of IKIO Lighting Limited are drafted to ensure due considerations of human rights under all circumstances.

Working Hours: IKIO Lighting Limited complies with applicable laws and industry standards on working hours.

Compensation Practices: IKIO Lighting Limited ensures that its workforce is paid wages which meet or exceed the minimum wages laid out legally or as per local industry standards.

Supply Chain Practices: IKIO Lighting Limited promotes human rights practices in its supply chain through various engagement forums, training, surveys, third-party audits and by inclusion as a criterion in vendor registration process.

Management System: The Company continuously tracks its human rights and social performance through establishing effective management systems. Any complaint or grievance is addressed judiciously and used as input to further improve the systems and processes.

We shall comply with national and all other applicable laws and other requirements to which the company subscribes and respect the international instruments and their interpretation.

We shall continually improve our social accountability management system through periodical review of this policy; compliance with the code of conduct prescribed by our customers which will ultimately enhance the standard of life of our employees in particular and the society in general.

Page 2 of 2

Date: 24-May-2024.

Place: Noida

Reviewed By

Approved By

HR (Executive)

Corporate Head (HR & Admin)

Adopted by the Board: 24th May 2024