

Title	Human Rights Policy
Serial No.	
Version	V1
Issue Date	
Revision Date	

I. Introduction to the Policy:

At Foods and Inns Limited (“the Company” or “F&I”), we are committed to upholding human rights in all aspects of our operations and supply chain. We follow internationally recognized standards, including the United Nations Guiding Principles on Business and Human Rights and the principles of the International Labour Organization (ILO). We strive to create an inclusive and supportive work environment where diversity is celebrated, and everyone is treated with respect and fairness. Our commitment to human rights extends to all stakeholders, and we are dedicated to continually improving our practices to uphold the highest standards of respect for human rights.

II. Scope:

This policy applies to all employees of Foods and Inns, regardless of their position, level, or location. It encompasses all aspects of employment. This policy extends to all entities under our control.

We expect our partners and suppliers to fully comply with the principles outlined in this Policy and implement equivalent policies within their own businesses.

At Foods and Inns, it is the responsibility of every individual within the organization to understand and adhere to the principles and commitments outlined in this policy, and to contribute towards supporting human rights in our organization as well as within the communities where we conduct business.

III. Key Definitions:

- **Non-discrimination:** Treating all individuals with dignity and respect, regardless of personal characteristics such as race, color, sex, sexual orientation, religion, national origin, disability, or age.
- **Forced Labor:** Any work or service that is exacted from a person under threat of penalty and for which that person has not offered themselves voluntarily.
- **Child Labor:** The exploitation of children through any work that is likely to be harmful to their health, safety, or well-being, or interferes with their education.
- **Child:** It means a person who is below the age of 15 years, notwithstanding anything contained in any applicable law in force
- **Adult:** It means a person who has completed the age of 18 years.
- **Adolescent:** It means a person who has completed the age of 15 years but not completed the age of 18 years also called as “Young Worker”.

- **Freedom of Association:** The right of workers to form and join trade unions of their choice without fear of reprisal.
- **Collective Bargaining:** The right of workers to negotiate with their employer, collectively through a trade union, on matters that affect their working conditions.
- **Safe and Healthy Work Environment:** A workplace free from hazards that could cause injury or illness. This includes providing adequate safety equipment, training, and protocols.
- **Living Wage:** A wage that is sufficient to meet the basic needs of an employee and their family, including food, housing, clothing, and healthcare.
- **Human Rights Due Diligence:** The process of identifying, preventing, mitigating, and accounting for potential human rights risks within a company's operations and supply chain.
- **Grievance Mechanism:** A system that allows stakeholders to raise concerns about potential human rights violations and have them addressed fairly and effectively.

IV. Policy:

This policy outlines F&I's commitment to respecting core labor standards throughout our global operations and supply chain. We are committed to upholding the principles set forth in the Universal Declaration of Human Rights, ILO Declaration and United Nations Global Compact (UNGC) on Fundamental Principles and Rights at Work.

We acknowledge that human rights risks can differ across various operating environments, and it's essential to grasp these concerns from a local standpoint. Therefore, we are dedicated to training our team members and affiliates, including contractor personnel, to recognize and uphold human rights both in the workplace and in the communities directly affected by our operations. We recognize the inherent dignity and worth of all individuals and strive to ensure that our activities respect and protect human rights as outlined in recognized standards.

- **Non-discrimination:** The company prohibits discrimination in all employment practices and business relationships. This includes discrimination based on race, religion, color, national origin, gender, sexual orientation, age, marital status, disability, veteran status, or any other characteristic protected by law. We foster a workplace environment free from harassment, bullying, and intimidation. Additionally, fair, and equitable treatment is ensured in all aspects of employment, including recruitment, compensation, promotion, and training.
- **Diversity and Inclusion:** The organization is committed to fostering a diverse and inclusive workplace environment with a zero-tolerance policy for based on race, religion, color, national origin, gender, sexual orientation, age, marital status, disability, veteran status, or any other characteristic protected by law. To actively promote diversity at all levels, inclusive recruitment practices and career development opportunities will be implemented. Furthermore, the company strives to create a work environment free from harassment, bullying, and microaggressions.
- **Discrimination Against Women:** The company is committed to achieving gender equality in the workplace, prohibits discrimination against women in recruitment, promotion, training, compensation, and all other employment practices. The company actively promotes the advancement of women in

leadership positions and ensures equal opportunities for participation in decision-making processes. A work environment free from sexual harassment and gender-based violence is fostered. Parental leave policies are inclusive of both mothers and fathers, and the specific needs of women workers, such as access to childcare facilities and flexible work arrangements, will be considered.

- **Forced Labor and Human Trafficking:** The company maintains a zero-tolerance policy for forced labor and human trafficking in any form. To ensure compliance, we conduct due diligence to identify and mitigate risks of forced labor. Additionally, training programs are provided to employees and relevant stakeholders to equip them with skills to identify and report potential signs of forced labor.
- **Child Labor:** The company maintains a zero-tolerance policy for forced labor and human trafficking in any form. This extends throughout our supply chain, prohibiting engagement with suppliers or business partners who utilize forced labor practices. To mitigate these risks, comprehensive due diligence will be conducted. Additionally, training programs will equip employees and relevant stakeholders to identify and report signs of forced labor.
- **Freedom of Association and Collective Bargaining:** The company respects the right of employees to form or join a union of their choice and to bargain collectively. This includes a commitment to not interfere with or discriminate against employees exercising their freedom of association. Good faith negotiations will be conducted with unions representing employees.
- **Living Wages and Benefits:** The company is committed to fair wages. This includes paying at least the minimum wage or prevailing industry standards, whichever is higher. Cost of living will be factored into wage setting to ensure they meet basic needs and provide discretionary income. Additionally, employees will be offered benefits that contribute to their well-being and a decent standard of living.
- **Freedom of Expression:** The company respects the right of its employees to freely express their opinions within legal boundaries. Employees are encouraged to voice concerns about human rights violations or other workplace issues through open communication channels. No retaliation will occur for such expressions. Additionally, the right of employees to engage in peaceful assembly and association is respected.
- **Migrant workers:** The company respects the rights of all migrant workers, regardless of their immigration status. This commitment prohibits exploitation or discrimination in wages, working conditions, or access to benefits. We will cooperate with authorities to ensure migrant workers are treated fairly according to all applicable laws and regulations. Fair recruitment practices, free from exploitation or deception, will be promoted for migrant workers.
- **Persons with Disabilities:** The company is committed to an inclusive workplace for persons with disabilities. This commitment ensures physically accessible workplaces, removing barriers to employment for qualified individuals. Reasonable accommodations will be provided to enable employees with disabilities to perform their jobs effectively. Training programs on disability awareness and inclusion will be offered to both managers and employees. Additionally, the company actively recruits and promotes qualified individuals with disabilities.
- **Safe and Healthy Working Conditions:** The company is committed to a safe and healthy work environment for all employees. This commitment includes complying with all applicable safety and health regulations. To ensure a safe workplace, potential hazards will be identified, assessed, and addressed with appropriate control measures. Employees will receive training on safety procedures and safe work practices, and personal protective equipment (PPE) will be provided where necessary. A system for reporting and investigating work-related injuries and illnesses will be established. The

company will also consult with employees on matters related to safety and health in the workplace.

- **Privacy Rights:** The company respects the privacy of all individuals, including employees, customers, suppliers, and business partners. This commitment is reflected in our practices regarding personal data. We only collect, use, and disclose such data for legitimate business purposes and in accordance with all applicable privacy laws and regulations. Appropriate safeguards are implemented to protect personal data from unauthorized access, disclosure, alteration, or destruction. Additionally, individuals are provided with clear and accessible information about our data collection practices and their rights concerning their personal data.
- **Access to Healthcare:** We strive to provide our employees with access to affordable, quality healthcare. This may involve offering health insurance benefits or supporting employee wellness programs. We recognize the importance of healthcare access beyond our own employees. We may consider partnerships with NGOs or local healthcare providers to support access to healthcare in communities where we operate.

V. Training Programs:

We are committed to providing comprehensive training programs to ensure that all employees, contractors, and relevant stakeholders are equipped with the knowledge and skills necessary to uphold human rights principles in the workplace and within the communities where we operate.

VI. Governance:

We recognize that effective governance is essential for the successful implementation and oversight of our human rights policies and commitments. Our governance structure ensures that responsibility for human rights is embedded throughout the organization and that mechanisms are in place to monitor compliance, address grievances, and drive continuous improvement.

The Board of Directors of Foods and Inns is responsible for providing oversight and guidance on matters related to human rights. The Board ensures that human rights considerations are integrated into strategic decision-making processes and that adequate resources are allocated to support the implementation of our human rights policies. To ensure comprehensive implementation, the executive leadership team, including the CEO and senior management, will actively monitor progress towards achieving our human rights goals, holding themselves and the organization accountable for continuous improvement. We are committed to transparency and accountability in our human rights efforts. We publish annual reports or disclosures that provide information on our human rights performance and any steps taken to address identified issues or concerns.

VII. Grievance Mechanism

We are dedicated to providing accessible and effective grievance mechanisms for employees, contractors, suppliers, and other stakeholders to raise concerns related to human rights violations or other ethical issues. We recognize the importance of providing avenues for individuals to voice their concerns and seek resolution in a timely and confidential manner. Our grievance mechanism is designed to ensure fairness, transparency, and accountability throughout the process.

- Establishing accessible and effective grievance mechanisms for employees, suppliers, communities, and other stakeholders to raise concerns related to human rights violations.
- Ensuring confidentiality, impartiality, and prompt resolution of grievances, with mechanisms for remediation and corrective action as necessary.
- If a human rights violation or ethical breach is substantiated through the grievance process, Foods and Inns will take appropriate remedial action to address the issue and prevent its recurrence. This may include disciplinary measures, corrective actions, and implementation of preventive measures to improve policies and practices. We will also follow up with the complainant to ensure that they are satisfied with the outcome and to provide any necessary support or assistance.