

HUMAN RIGHTS POLICY

ICICI Securities is committed to promote and respect human rights. We have kept in place policies and practices, which aim to provide a work environment that respects and upholds individual dignity.

The Human Rights Policy of the organization is aligned to the United Nations Guiding Principles on Business and Human Rights (UNGP) and International Labour Organization's Declaration on Fundamental Principles and Rights at Work. ICICI Securities believes in the corporate responsibility in promoting and safeguarding internationally proclaimed human rights.

Scope:

Our Human Rights Policy aims to create awareness, promote and redress grievances in the following areas:

1. **Safe and Harassment Free Workplace:** We recognize the importance of a harassment free workplace and are committed to respecting the rights of all employees. We strive to provide our employees with a work environment that prohibits any kind of discrimination or harassment based on an individual's sex, age, caste, religion, linguistic background, physical abilities, gender orientation or on any other background. Safety of people at the workplace is one of our primary concerns, and we give importance to safe work conduct and healthy working conditions.
2. **Free from Sexual Harassment:** Our endeavour is to provide a safe, secure and congenial work environment, so that employees can deliver their best without inhibition. To meet the same, we strive to spread awareness to prevent gender related harassment or discrimination and in event of such occurrence, provide recourse to the concerned individual. Our 'Policy against Sexual Harassment' provides grievance redressal and appropriate action to enable a congenial, harassment free workplace.
3. **Diversity and Inclusion:** We are committed to the practice of diversity, equity, and inclusion in our practices and processes. Our employees come from diverse backgrounds and different socio economic status. Our processes enable that all employees and potential candidates can participate in a fair, open and transparent environment. The above commitment is also laid down in the 'Code of Conduct & Business Ethics' and our 'Diversity, Equity and Inclusion Policy', which encourages diversity at workplace through efforts to recruit, develop and retain people from a diverse candidate pool. There is a commitment towards equal opportunity for all individuals irrespective of their gender, religion, caste, race, age, community, physical ability or gender orientation.



4. Freedom of Expression: We believe in freedom of expression. We recognise that our employees are from different backgrounds having individual thoughts and beliefs, and encourage them to express their opinions in a responsible manner. We strive to create an environment where employees can express and contribute in the workplace within the framework laid by 'Code of Conduct & Business Ethics'. At the same time, we believe that the employees should avoid, in any communication, using unparliamentary language, personal insults or obscene language, avoid any comment / post that may hurt the sentiments of people. Employees are also advised to keep the Company's image and reputation in mind in every interaction.
5. Free from Child and Forced Labour: We have zero tolerance towards child or forced labour. We take utmost care that no such instances of child or forced labour occur in any of our offices.

This policy is applicable to employees working in India. For offices (if any) located outside India policies are administered keeping in mind the local laws and norms applicable in the respective regions.