LABOUR AND HUMAN RIGHTS POLICY

3xper Innoventure Limited

Effective Date: 01/01/2024

Next Review Date: 31/12/2025

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1. Introduction

3xper Innoventure Limited upholds labor rights, human dignity, and workplace equity by fostering a safe, inclusive, and supportive work environment. This policy establishes commitments to health and safety, fair working conditions, social dialogue, career development, child and forced labor prevention, non-discrimination, and human rights protection.

2. Scope

This policy applies to all workers, employees, contractors, and third-party associates engaged in the operations of 3xper Innoventure Limited. It governs labor practices, workplace conditions, human rights considerations, and ethical labor standards across all company-owned facilities. This policy applies to the following locations:

3xper Innoventure Limited (Corporate)	4th Floor, C54-55 & Super B-4, Chola Crest Thiru-Vi-Ka Industrial Estate, Guindy 600032 Chennai, India
R&D	Ticel Bio Park (Phase-2), 7th floor Taramani, Chennai-600113, Tamil Nadu, India
Manufacturing	Plot No. 53 part, 54 & 55 Palchur Village, Naidupeta SEZ, Tirupati, Andhra Pradesh- 524 421, India
USA Office	#255, Main Street, STE 200 Cambridge, MA 02142-1029, USA

3. Policy Statement

Commitment to labor and human rights is embedded in business operations by implementing policies and practices that safeguard employee well-being, promote fair labor practices, and prevent human rights violations. Clear objectives and measurable targets are established to ensure accountability and continuous progress.

4. Key Focus Areas and Commitments

1. Workplace Safety and Employee Well-being

Fostering a culture of safety and holistic well-being by implementing comprehensive occupational health programs, ergonomic workplace designs, and proactive mental health initiatives. Reducing the rate of workplace accidents by 50% by 2030 compared to the 2023 baseline. Attaining 100% compliance with workplace safety audits across all sites by 2030, with 2023 as the baseline year.

2. Fair Employment Conditions and Competitive Benefits

Enhancing work conditions through robust employee benefits, flexible work policies, and equitable treatment. Ensuring that 90% of employees report satisfaction with their compensation and benefits in annual surveys by 2030, compared to the 2023 baseline. Conducting market benchmarking every two years to maintain industry-aligned pay structures, achieving 100% compliance with fair wage standards by 2030, using 2023 as the baseline year.

3. Employee Representation and Open Dialogue

Encouraging workplace engagement through inclusive representation and transparent communication. Guaranteeing 100% access to formal grievance mechanisms for all employees by 2030, using 2023 as the baseline. Conducting structured employee-management discussions every six months to maintain a workplace engagement score of at least 85% by 2030, compared to the 2023 baseline year.

4. Career Growth and Professional Advancement

Creating equitable career growth opportunities through structured development programs and internal mobility initiatives. Increasing internal advancement opportunities by 45% by 2030, compared to 2023 levels. Ensuring that 85% of employees undergo professional development training each year, with 2023 as the baseline year.

5. Elimination of Child Labor and Forced Labor

Upholding labor rights by reinforcing ethical employment practices and monitoring supplier compliance. Conducting third-party audits on 100% of identified high-risk suppliers annually to verify ethical labor practices, starting from a 2023 baseline. Achieving 100% eradication of any instances of child labor, forced labor, or human trafficking by 2030, with 2023 as the baseline year.

6. Diversity, Equity, and Inclusion

Creating an inclusive work environment where diversity thrives and equal opportunities are ensured for all. Increasing representation of women and underrepresented groups in leadership by 40% by 2030 compared to 2023 levels. Ensuring 95% of employees receive annual training on diversity, equity, and inclusion by 2030, compared to 2023 as the baseline year.

7. Human Rights in Business and Supply Chain

Embedding human rights principles into operational and supplier practices through rigorous due diligence and accountability. Conducting human rights impact assessments for 100% of new suppliers before onboarding by 2030, starting from a 2023 baseline. Ensuring 100% of suppliers improve their compliance with human rights standards by at least 30% by 2030, using 2023 as the baseline year.

8. Pay Equity and Transparent Compensation

Upholding fair pay practices and eliminating unjustified wage disparities through structured evaluations and transparency. Achieving 100% gender pay parity across equivalent job roles by 2030, with 2023 as the baseline year. Conducting comprehensive pay structure audits for 100% of job categories every two years, compared to 2023 levels.

9. Work-Life Integration and Employee Support

Strengthening work-life balance initiatives to promote employee satisfaction and productivity. Implementing flexible work models for 75% of eligible positions by 2030, compared to the 2023 baseline. Ensuring that 85% of employees actively participate in well-being and balance initiatives by 2030, using 2023 as the baseline year.

10. Ethical Leadership and Accountability

Cultivating an ethical workplace culture by embedding integrity and accountability in leadership practices. Ensuring all leadership personnel complete mandatory ethical conduct training annually by 2030, increasing participation by 40% compared to 2023 levels. Providing independent whistle-blower channels accessible to at least 95% of employees by 2030, improving reporting transparency by 30% compared to 2023 levels.

5. SDGs Covered

6. Responsibility

Chief Human Resources Officer (CHRO):

- Oversees the overall implementation and compliance of this policy.
- Reports on policy adherence and progress to senior leadership and governance bodies.

Human Resources Managers:

- Ensures workplace rights, safety standards, and training programs are effectively implemented.

- Conducts periodic audits and reviews to maintain compliance with labor laws and ethical standards.

Department Heads and Team Leaders:

- Enforce adherence to labor rights and support employee well-being initiatives.
- Provide regular updates to the Ethics Committee on workplace compliance and grievances.

All Employees:

- Expected to uphold the principles of this policy and report any violations or concerns through appropriate channels.
- Participate in awareness programs to strengthen workplace ethics and accountability.

Governance Mechanism

Ethics Committee:

- Responsible for monitoring ethical workplace conduct and reviewing policy violations.
- Conducts independent investigations on reported grievances and ensures timely resolution.
- Provides quarterly reports to senior management on compliance, risks, and necessary policy improvements.

Internal Audit & Compliance Officer:

- Conducts regular assessments to evaluate adherence to workplace policies and ethical standards.
- Works alongside HR and the Ethics Committee to ensure continuous improvement and accountability.

Measures for Policy Violations

Investigation & Disciplinary Actions:

- Ethics Committee and HR will investigate violations confidentially.
- Corrective actions include warnings, training, suspension, or termination.
- Severe breaches may lead to legal action.
- Suppliers violating ethical labor standards may face contract termination.

Do's:

- Report any violations of labor and human rights.
- Ensure fair treatment, safety, and ethical practices.
- Support diversity, equity, and inclusion.
- Adhere to wage, working hours, and employment conditions.

Don'ts:

- Do not engage in discrimination, harassment, or forced labor.
- Do not tolerate child labor or exploitative practices.
- Do not ignore workplace safety standards.
- Do not retaliate against whistle-blowers or obstruct investigations.
- Do not falsify records related to labor rights compliance.

7. Review mechanism

This policy will be reviewed annually by Compliance Officer to assess progress, incorporate new labor standards, and address evolving workforce needs. Updating the policy to enhance labor rights protections and ensure continuous compliance.

Rev No.	Effective Date	Last Review Date	Next Review Date	Section Updated	Description of Changes	Reviewed By	Approved By
0	01/01/2024	01/01/2025	31/12/2025	Initial Release	First version of the Labour and Human Rights Policy	Compliance Officer	Senior Management
1.0	01/01/2025	01/01/2025	31/12/2025	Review Mechanism	Updated review frequency and compliance measures	Compliance Officer	Senior Management

Last Review Date: 01/01/2025

Next Review Date: 31/12/2025

Approved By:

Designation: CHRO

Signature: RB SELVAKUMAR

Acknowledgement

I, Sivabalan.K., acknowledge that I have read, understood, and agree to adhere to 3xper Innoventure Limited's Labour and Human Rights Policy. I recognize the importance of my role in supporting the company's commitment to fair labor practices and human rights and am committed to actively contributing to the implementation of this policy. I will uphold ethical labor standards, ensure compliance with all relevant labor laws and company policies, and promote a safe, inclusive, and respectful workplace.

I understand that my commitment is essential to achieving the company's labor and human rights objectives and fostering a culture of fairness, dignity, and respect. I am dedicated to contributing to our shared vision of ethical employment practices and the protection of human rights across all operations.

Employee Name: Sivabalan.K.

Employee Signature: Sivabalan

Date: 06/01/2025