

HUMAN RIGHTS POLICY

February 2024

ICICI Prudential 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 organisation is aligned to the United Nations Guiding Principles on Business and Human Rights (UNGP) and International Labour Organisation's Declaration on Fundamental Principles and Rights at Work. ICICI Prudential 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
- 2) Free from Sexual Harassment
- 3) Diversity and Inclusion
- 4) Freedom of Expression
- 5) Free from Child and Forced Labour
- 6) Human Rights part of the Company Agreements and contracts

Safe and Harassment Free Workplace:

We recognise 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 or linguistic 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.

The Company has defined a Grievance Redressal Process to address any concern from the employee with respect to any kind of harassment at workplace. Further employees are encouraged to raise any grievance that they may have regarding any

breach/violation in any policy or process, breach of professional etiquette or standards of acceptable behavior by any colleague, vendor, advisor or any third party associated with the Company in a professional capacity or report any other act which is in contravention of the breach of HR Policies and any other policy governing employee conduct at the workplace that may be defined from time to time and also any statutory or regulatory laws as may currently be there and or be applicable from time to time.

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 at Workplace' provides grievance redressal and appropriate action to enable a congenial, harassment free workplace.

Diversity and Inclusion:

We are committed to Equal Opportunity Diversity and Inclusion in our practices and processes. We believe this allows all our employees to bring their authentic selves to work and contribute wholly with their skills, experience and perspective for creating unmatched value for all stakeholders.

The Company has articulated its employee promise or Cornerstones as Fairness & Meritocracy, Learning & Growth and providing a Supportive environment. The essence of Fairness & Meritocracy is about providing a rules based policy framework that is nondiscriminatory and provides equal opportunity for all individuals irrespective of their gender, religion, caste, race, age, community, physical ability or gender orientation. ICICI Prudential endeavors to ensure a safe, secure and congenial work environment, so that employees can deliver their best without inhibition. The Company has put in place a robust Grievance Redressal process for investigation of employee concerns and has instituted a Code of Conduct & Employee Service Rules that clearly delineates employee responsibilities and acceptable employee conduct. Together, these constitute the foundation for promoting a diverse and inclusive culture at the workplace.

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 the Code of Conduct and the Employee Service Rules.

At the same time, we believe that the employees should avoid, in any communication, using un-parliamentary 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.

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.

Human Rights part of the Company Agreements and contracts:

The Company has clauses to ensure compliance by vendors to statutory and labour laws of the country

The Human Rights policy will be reviewed annually.