



Policy covering Employee Well-being

SUBJECT/ TITLE: Policy covering Employee Well-being for Ingersoll Rand (India) Limited (Principle 3 with respect to NGRBC's principles)

This page is a record of all revisions of the Procedure or Work Instructions.			For convenience, the nature of the revision is briefly noted, under the remarks column here below. Unless otherwise stated, any revisions revision/s should be implemented effective the date the Board of Directors of IRIL approves this policy.	
REV.	BY	PAGES	REMARKS	
00	Pramod Hegde	1	Original Release (reported @	
REV.	ISSUED BY		APPROVED BY	APPROVAL DATE
00	Mr. Pramod Hegde		Board of Directors of IRIL	May 25, 2023

Principle 3: Employee Well-being

At Ingersoll Rand India Limited (IRIL), we believe all our employees and business partners are a critical part of our business. We are determined to uphold the guidelines provided by SDG 8 providing decent work and upholding the equity, dignity, and well-being of our employees. We remain committed to building a workplace environment that is safe, diverse, inclusive, and free of discrimination, to foster trust and healthy employee/industrial relations.

Scope

This policy statement is applicable to all the employees and workers (including contract and casual labour) at IRIL and the functional units. The policy extends to its value chain partners.

This policy statement shall be used along with the IR Code of Conduct book, IR Global Human Rights Policy, Global Supplier Quality Manual, Global Business Partners Code of Conduct, Prevention of Sexual Harassment Policy, and Whistleblower Policy.

Our Policy

1. The Company complies with all applicable national and international **labour laws and regulations**. The Company is committed to recognizing and respecting human rights within and across its value chain.
2. It is the Company's policy to ensure **equal opportunities** in terms of decisions regarding recruitment, hiring, promotion, demotion, transfer, layoff or termination, compensation, training, as well as any other terms or conditions of employment. To this end, it is committed to **non-discrimination** regardless of race, sex, color, national origin, creed, religion, pregnancy, age, disability, military/veteran status, sexual orientation, gender identity, genetic information, marital status, or any legally protected status.
3. The Company upholds all legislations affecting employees in the country of its operation, ensuring the right to **fair wages, freedom of association**, participation, and **collective bargaining**. Employees are free to join, form or refrain from any employee collectives without fear of retaliation, harassment, or intimidation of any kind. The Company enables ample open channels of communications and **grievance redressal mechanisms** to deal with stakeholder concerns on human rights in a just, fair, and prompt manner.
4. The company endeavors to build systems and processes to support the **work-life balance** of all employees.
5. The Company strives to provide a conducive work environment and **fair living wages** for employees to enable them to accomplish both their professional as well as personal development.
6. The Company strives to provide each employee with a safe and healthy work environment. Each Personnel has a responsibility for maintaining a safe and healthy workplace by following safety and health rules as well as practices. We encourage our employees to proactively report on EHS incidents, inclusive of near-misses, further ensuring effective resolution and implementation of corrective actions through formalized redressal mechanisms, across all our business and manufacturing operations. The Company requires all its suppliers to be compliant with the provision of a safe and healthy working environment.
7. The Company encourages continuous **skill upgradation** of each individual employed within the organization by providing access to necessary learning opportunities and promoting career development.
8. The Company ensures a work environment **free of sexual harassment**. In case of any such unfortunate instances, appropriate action is taken to resolve the matter. The Company focuses on sensitizing employees through training programmes and enabling the provision of an escalation procedure for unfortunate incidents by reporting it as per the provisions of the policy on prevention, prohibition, and redressal of sexual harassment.
9. The Company is strictly against the employment of **child labor or forced labor**, in any form, **paid or unpaid**.

Communication of the Policy

This policy is made publicly available on our website. Hard copies of the policy are made available at all our operating units.