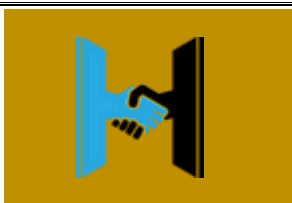




**HARISONS
INDUSTRIAL
PRODUCTS INC**



SOCIAL POLICY



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Introduction:

Harisons Industrial Products Inc. is fully dedicated to maintaining the highest standards of labor and human rights throughout its global operations. We understand that the success of our business depends on the well-being, safety, and fair treatment of our employees, partners, and all stakeholders. This Social Policy reflects our commitment to fostering a respectful, equitable, and inclusive workplace.

At Harisons Industrial Products Inc, we strive to ensure that everyone associated with the company is valued, treated with dignity, and given the opportunity to thrive in a supportive and safe environment. Our focus is on promoting human rights, ethical practices, and ongoing career growth for all.

Scope:

This policy applies to all locations and subsidiaries of the Group and extends to all employees, workers, contractors, stakeholders, business partners, clients, and representatives associated with Harisons Industrial Products Inc. (Group) ensuring that all parties involved in our operations adhere to the social responsibility principles, ethical conduct, and labour practices outlined in this policy.

Commitment to Labor and Human Rights:

We are dedicated to upholding and promoting labor and human rights in all aspects of its operations. We prioritize fair treatment, equitable opportunities, and the well-being of our employees and stakeholders, ensuring that our policies and practices reflect our commitment to these fundamental principles.

Health, Safety, and Well-being of Employees:

- At Harisons, the health, safety, and well-being of our employees are our top priorities. We have implemented comprehensive health and safety management systems across all facilities.
- We include regular risk assessments, safety training, and the provision of appropriate personal protective equipment (PPE) to all employees.
- We ensure full compliance with both local and international safety standards and maintain a proactive approach in identifying and addressing potential workplace hazards.
- Our goal is to foster a safe working environment that supports the physical and mental well-being of all employees.



Fair and Supportive Working Conditions:

- We are committed to providing fair wages, benefits, and reasonable working hours for all employees, in line with local labor laws and global best practices.
- We uphold a transparent and open dialogue regarding employment terms.
- We provide multiple communication platforms for employees to express concerns related to working conditions, and we actively work to resolve these concerns in a timely and respectful manner.
- By fostering mutual trust, we aim to maintain a positive and supportive working environment.

Strong and Collaborative Labor Relations:

- We value our relationships with employees and their representatives. We actively support the rights of employees to organize, join trade unions, and engage in collective bargaining.
- Regular meetings and dialogues with employee representatives ensure that their rights are upheld and that their voices are heard in decisions affecting their work and welfare.
- Our commitment to labor relations is built on a foundation of mutual respect, open communication, and collaboration to protect employees' rights.

Comprehensive Career Growth and Development:

- We invest in the continuous professional growth of our employees by providing equal opportunities for recruitment, training, and career advancement.
- We offer structured career management programs with mentorship, leadership development, and specialized training to create clear pathways for employee skill development and advancement.
- Our objective is to nurture talent, promote from within, and empower our workforce to achieve their career goals.

Zero Tolerance for Child and Forced Labor:

- Harisons has a zero-tolerance policy for child labor, forced labor, or any form of human trafficking. We take strict measures to ensure that these practices are not present in our operations or supply chain.
- Regular audits of our suppliers and partners are conducted to enforce compliance with these standards.
- We are committed to maintaining ethical labor practices and expect all suppliers to adhere to the same standards, ensuring that human rights are upheld at every level of our supply chain.



Inclusive, Diverse, and Equitable Workplace:

- We believe that diversity, equity, and inclusion are essential to our company's success.
- Harisons is dedicated to maintaining a workplace where individuals from all backgrounds can thrive.
- We do not tolerate discrimination based on race, gender, sexual orientation, religion, age, or disability.
- Our objective is to provide equal opportunities in all aspects of employment and to foster an inclusive culture where everyone is respected and valued for their unique perspectives and contributions.

Respect for Freedom of Association and Collective Bargaining:

- We fully respect the right of all employees to freely associate and engage in collective bargaining.
- We provide a supportive environment where employees can freely participate in labor unions or other representative bodies without fear of discrimination or retaliation.
- We promote open discussions and encourage employee participation in workplace decision-making through collective representation, ensuring their voices are central to shaping company policies and practices.

Engagement and Support for Local Communities:

- We are committed to being a responsible and supportive member of the communities in which we operate.
- We engage in meaningful partnerships with local stakeholders to contribute to social and economic development.
- Our operations are designed to respect and uphold the rights of local communities, and we actively seek opportunities to make a positive impact.

Measurable Goals:

FY 2022-23 is established as the baseline year for tracking compliance and performance in labour and human rights initiatives.

Employee Health, Safety, and Well-being:

- Conduct quarterly safety audits at all facilities, ensuring consistent improvement in safety standards.
- Maintain 100% compliance with all applicable health and safety regulations.
- Reduce workplace accidents by 50% by FY 2029-30 through enhanced safety protocols and continuous risk assessments.
- Ensure 95% of employees complete mandatory safety training annually by FY 2029-30.
- Achieve zero lost-time incidents by FY 2029-30 across all facilities.



- Conduct annual preventive health check-ups for at least 95% of employees by FY 2029–30, in collaboration with authorized medical service providers, and maintain documented health records.

Fair and Respectful Working Conditions:

- Ensure 80% of employees have access to transparent two-way communication channels by FY 2029-30.
- Conduct annual reviews to guarantee that wages and benefits remain fair, with a target of increasing overall employee satisfaction by 70% by FY 2029-30.
- Implement a system for addressing and resolving workplace concerns, aiming for 70% resolution rate within 30 days by FY 2029-30.
- Provide flexible working arrangements where operationally feasible, targeting at least 60% of eligible employees by FY 2029-30.
- Review and enhance employee benefits packages annually to meet evolving needs and market standards.

Strong Labor Relations and Employee Engagement:

- Maintain full compliance with international labor standards across all operations.
- Organize bi-annual meetings between management and employee representatives to address concerns and improve labor relations.
- Increase employee participation in collective bargaining processes by 20% by FY 2029-30.
- Conduct annual surveys to measure satisfaction with labor relations, aiming for an 85% satisfaction rate by FY 2029-30.

Career Growth and Employee Development:

- Provide access to training and development opportunities for 90% of employees by FY 2029-30, with tailored career growth plans for all employees.
- Achieve 90% satisfaction rate in employee career development surveys by FY 2029-30.
- Increase internal promotions by 20% by FY 2029-30, demonstrating commitment to employee growth.
- Create mentorship programs for 50% of the workforce by FY 2029-30, fostering long-term career development.

Ensuring Child and Forced Labor:

- Conduct annual audits of 90% of suppliers by FY 2029-30 to ensure compliance with Harisons zero-tolerance policy on child and forced labor.
- Hold awareness sessions on labor laws for 30% of employees and suppliers by FY 2029-30.



- Achieve full eradication of any forced labor practices in the supply chain by FY 2029-30 through proactive monitoring.
- Implement a whistle-blower mechanism to report any labor violations, with zero unresolved cases by FY 2029-30.
- We expect suppliers and business partners to uphold labor rights, prohibit child and forced labor, and provide safe working conditions.

Diversity, Equity, and Inclusive Culture:

- Achieve gender parity in leadership roles by FY 2029-30.
- Increase representation of underrepresented groups in the workforce by 15% by FY 2029-30.
- Ensure 70% of employees undergo annual diversity and inclusion training by FY 2029-30.
- Achieve 55% employee satisfaction rate in workplace inclusivity surveys by FY 2029-30.
- Establish employee resource groups for diverse backgrounds by FY 2029-30 to foster a sense of belonging and inclusion.

Ensuring Freedom of Association and Collective Rights:

- Ensure 65% of employees are aware of their rights to freedom of association by FY 2029-30 through mandatory annual training sessions.
- Organize formal meetings between management and employee representatives twice a year starting from FY 2029-30.
- Create a transparent grievance system for reporting violations, with a goal of resolving 60% of grievances within 60 days by FY 2029-30.
- Develop training programs for management and employees on collective bargaining rights, with 60% participation by FY 2029-30.

Community Engagement and Development Goals:

- Allocate at least 2% of annual net profits to community engagement and development activities by FY 2029-30.
- Reach 50% employee participation in community service projects by FY 2029-30.
- Partner with local organizations or NGOs by FY 2029-30 to address community needs such as health, education, and environmental sustainability.
- Conduct annual impact assessments of community projects, aiming for a 20% increase in positive outcomes by FY 2029-30.



Roles and Responsibilities:

Human Resources Director:

- Responsible for establishing and enforcing policies related to labor rights, human rights, and diversity, equity, and inclusion (DEI) within the company.
- They lead DEI initiatives, ensuring fair recruitment and retention practices, while also addressing employee concerns through conflict resolution mechanisms.
- The Director ensures compliance with labor laws across all operations and oversees training programs for both management and employees on ethical practices, labor rights, and DEI objectives.

Health and Safety Officer:

- Ensures a safe working environment by developing safety protocols, conducting regular workplace assessments, and identifying potential hazards.
- They lead employee training sessions on accident prevention, emergency procedures, and safe practices, while collaborating with department leaders to integrate safety into daily routines.
- The Officer is also responsible for maintaining records of safety inspections, incidents, and ensuring that the company complies with all relevant health and safety regulations.

Management and Employees:

- Both management and employees are vital in promoting labor rights, safety, and a culture of diversity and inclusion.
- Management is responsible for enforcing company policies and ensuring that employees have access to necessary training programs.
- Employees are encouraged to engage actively in these initiatives and apply what they learn in their daily work.
- Everyone is urged to promptly report any concerns regarding discrimination, safety, or human rights violations through established channels, contributing to a respectful and secure workplace.

Monitoring and Reporting:

Monitoring and Data Collection: Gathering accurate quantitative and qualitative data on key social metrics. They monitor employee satisfaction, track health and safety incidents, collect diversity statistics, and assess community engagement using internal systems, audits, and surveys.

Internal Reporting: Prepare internal reports to evaluate labor and human rights policies. These reports include data analysis, progress towards targets, and documentation of issues, reviewed quarterly and annually for oversight.



Review and Analysis: Reviews internal reports during quarterly meetings. This process assesses policy effectiveness, identifies data trends, evaluates improvement areas, and decides on corrective actions.

Corrective Actions: Corrective action plans based on internal and external report findings. They monitor the effectiveness of these actions to ensure ongoing improvement in labor and human rights performance.

Annual Review: Conducts an annual review of social policy. This review evaluates effectiveness, sets new targets, and recommends improvements to existing policies and practices.

Continuous Improvement:

We are committed to enhancing labor practices and promoting human rights. We consistently review and update our policies to align with evolving global standards and meet the needs of our workforce and stakeholders. Our aim is to lead in ethical business practices, establishing a benchmark for labor and human rights in the industrial sector.

SDG Alignment:

We are committed to advancing labor and human rights in alignment with the United Nations Sustainable Development Goals (SDGs). By integrating these goals into our policies, we aim to promote fair labor practices, uphold human rights, and create a safe and inclusive workplace. We focus on specific SDGs that guide our dedication to fostering a positive impact on labor standards and supporting global efforts for social sustainability.





Review Mechanism:

This policy will be reviewed annually by the Compliance Manager to ensure it remains relevant, effective, and aligned with labour laws, human rights standards, and the company's social responsibility commitments. Earlier review may be undertaken in case of regulatory updates, emerging social risks, or changes in organisational social objectives. Any amendments will be approved by the Vice President and communicated to stakeholders to support proper implementation and compliance.

Policy Revision History:

Revision No.	Date	Description of Change	Reviewed By	Approved By
01	01-01-2024	Initial release	Compliance Manager	Ashok shah - Vice President
02	01-01-2025	Policy reviewed and revised for Roles and Responsibilities	Compliance Manager	Ashok shah - Vice President
03	01-01-2026	Modified social targets and added employee acknowledgement section.	Compliance Manager	Ashok shah - Vice President

Approved by: Ashok shah - Vice President

Last Review Date: 01/01/2026

Next Review Date: 01/01/2027

ashokshah



Signature



1. Employee Acknowledgement of Social Policy

I acknowledge that I have received, read, and understood the Harisons Industrial Products Inc Social Policy.

I confirm that I am aware of my responsibility to follow the standards and principles outlined in the policy, including:

- Respecting human rights and treating all individuals fairly and with dignity.
- Not engaging in or supporting child labor, forced labor, or any form of exploitation.
- Promoting equal opportunity, inclusion, and a workplace free from discrimination.
- Maintaining a safe, healthy, and respectful working environment.
- Supporting workers' rights to freedom of association and collective bargaining.
- Contributing to a positive and socially responsible workplace culture.

I understand that any violation of the Social Policy may result in disciplinary action, up to and including termination of employment, and possible legal consequences.

I also understand that I can report any violations or concerns confidentially to the Social Compliance Committee without fear of retaliation.

By signing below, I confirm my commitment to comply with the Social Policy.

Employee Name: Kiran Rana

Department: M/C Shop

Designation: M/C Shop Operator

Signature:

Date: 07/01/2026



2. Employee Acknowledgement of Social Policy

I acknowledge that I have received, read, and understood the Harisons Industrial Products Inc Social Policy.

I confirm that I am aware of my responsibility to follow the standards and principles outlined in the policy, including:

- Respecting human rights and treating all individuals fairly and with dignity.
- Not engaging in or supporting child labor, forced labor, or any form of exploitation.
- Promoting equal opportunity, inclusion, and a workplace free from discrimination.
- Maintaining a safe, healthy, and respectful working environment.
- Supporting workers' rights to freedom of association and collective bargaining.
- Contributing to a positive and socially responsible workplace culture.

I understand that any violation of the Social Policy may result in disciplinary action, up to and including termination of employment, and possible legal consequences.

I also understand that I can report any violations or concerns confidentially to the Social Compliance Committee without fear of retaliation.

By signing below, I confirm my commitment to comply with the Social Policy.

Employee Name: Vikrant

Department: Production

Signature:

Designation: Production Manager

Date: 07/01/2026