

HUMAN RIGHTS POLICY

We are committed to the complete compliance with all applicable legal and statutory obligations related to Human Rights of our employees.

We are committed to protection of Human Rights by:

- ▶ Prohibition of Forced Labor
 - PIX shall not force any employee to sign an employment contract for work.
- ▶ Prohibition of Child Labor
 - PIX shall not consider, offer, or engage any person under 18 years of age for employment.
- ▶ Consideration of Working Hours
 - PIX shall respect the prevailing legislation and regulations requirements on working hours, holidays, and leave.
- ▶ Adequate wages
 - PIX shall respect the prevailing legislation, regulations, and/or guidelines in regard to employee wages and salaries as necessary.
- ▶ Prohibition of Inhuman Treatment
 - PIX shall prohibit workplace harassment and physical, mental, or verbal abuse of any type.
- ▶ Prohibition of Discrimination
 - PIX shall prohibit discrimination in employment and labor by reason of race, ethnicity, nationality, descent, skin color, age, sex, sexual orientation, physically challenged, pregnancy, religion, political orientation, marital status, and/or family status.
- ▶ Safe and Healthy Environment
 - PIX shall, based on the PIX Health and Safety Policy, attach top priority to the workplace safety and well-being of employees and endeavor to prevent accidents and disasters as well as other work-induced physical and mental ailments.



Amarpal Sethi
Chairman and Managing Director

Date: 01.04.2022