

| | | | |
|---|--|---------------------|------------------|
| INDORAMA | Indorama Agro LLC | Doc no | H.01.F10-P1/D002 |
| | | Issue No & Date | 14.09.2022 |
| | | Rev.No & Date | |
| | Prevention of Sexual Harassment Policy | Implementation Date | 14.09.2022 |
| | | Page No. | Page 1 of 1 |
| PREVENTION OF SEXUAL HARASSMENT POLICY | | | |

Prevention of Sexual Harassment Policy

Policy Owner Head of HR
Location SPOC POSH Representative / Regional HR Manager
Applicability All FE "Indorama Agro" LLC (IAL) Locations in Republic of Uzbekistan

Sexual harassment is unwelcome conduct or behavior of a sexual nature which makes a person feel offended, humiliated and/or includes situations where a person is asked to engage in sexual activity as a condition of that person's employment, as well as situations which create an environment which is intimidating or humiliating for the recipient.

Purpose of This Policy – IAL company maintains a strict policy of prohibiting harassment of any kind, including harassment based on race, color, religion, national origin, sexual orientation, gender identity or expression, sex, age, disability, or any other characteristic. This policy applies to all employees regardless of their employment status. An employee who violates this policy is subject to disciplinary actions.




IAL stands committed to prevent any sort of sexual harassment and

- create a secure and stress-free work environment where all individuals are treated with respect
- ensure no gender-based harassment occurs that prevents equal opportunities in all aspects of employment; and,
- promote a respectful work environment in which all employees can develop their full potential.

Scope

This policy applies to all IAL employees including senior managers, supervisors, staff, temporary workers, contractors, consultants, and anyone working on behalf of IAL. In addition, vendors customers, visitors with whom IAL employees interact are expected to act in a business-like, respectful manner consistent with the intent of this policy.

This policy empowers workers to call out and report harmful and disrespectful behaviors. Ensures all employees are treated with respect and dignity. At the same time promotes an ethical work environment. Nevertheless, this policy also Institutionalizes the redressal mechanism.

| | | | |
|--------------|------------------------------|------------------|--|
| Prepared by: | Position :- Manager of HR | Date: 14.09.2022 | Signature:  |
| Checked by: | Position :- Director of HR | Date: 14.09.2022 | Signature:  |
| Approved by: | Position :- General Director | Date: 14.09.2022 | Signature:  |