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Employee Wellbeing Policy

Objective

Powerica Limited ("Powerica" or "the Company") acknowledges the impact its operations have on the health and wellbeing of its employees. The company remains committed towards integrating holistic wellbeing principles across our operation

Applicability

This overall Policy and all its components extend to all the Directors, employees, officers, workers of the Company across all business functions, departments and sites.

Policy Principles:

i. The Company shall always provide equal opportunities to all employees during the time of hiring and induction as well as throughout the course of employment till the time of separation irrespective of gender, caste, creed, color, religion disability or sexual orientation.

ii. The Company shall never associate itself in any form of child labour, forced labour or any form of involuntary labour, paid or unpaid.

iii. The Company shall oversee the work-life balance of its employees particularly for its female employees.

iv. The Company shall always maintain and ensure the timely, fair, and transparent payment of the statutory wages for all its employees and workers, including the contractual and casual labour without any partiality.

v. The Company shall strive towards the payment of fair living wages to all employees including casual and contract labour for enabling them to meet basic needs and have an individual financial security.

vi. The Company shall create an office "environment that is safe, hygienic, accessible" to the differently abled and which preserves the dignity of the employees. The Company will engage and confer with its workers about this provision.

vii. The Company shall ensure equal and non-discriminatory skill and competence upgradation of employees on a continuous basis by providing access to necessary and relevant learning opportunities. The Company shall focus on learning and development, to enhance the skill and knowledge of its employees and prepare them to face potential challenges.

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viii. The Company shall encourage and foster employee morale and career development through intelligent human resource interventions. This could be accomplished through sensitization programs, job rotation exercises, on-the-job training, various internal and external training programs aimed towards upgrading their skills and competencies which shall include trainings to handle machineries and equipment used in the plants and operating units. All such trainings shall be provided without any discrimination and partiality on the basis of the needs of employees / business.

ix. The Company shall put in place strict policies, systems and practices to ensure all employees especially female employees do not suffer any form of harassment and create a working environment where they feel safe and secure in delivering their responsibilities.

x. The Company shall ensure that all its employees and workers have easy access to appropriate grievance Redressal mechanisms.

xi. The Company shall strive towards taking initiatives to drive its talent pool in alignment with Organizational growth, create a performance-oriented culture and encourage an element of learning across organization.

xii. The Company shall incorporate a sense of accountability and duty in the employees at the Company's premises, towards their personal safety, as well as that of their other colleagues.

xiii. The Company shall promote and respect the right to freedom of associations, participation of workers and collective bargaining to allow healthy negotiations in good faith with a focus on agreeing on the terms and conditions of work, disputes and grievances of employees including contract and casual labour represented by a representative body of employees.

xiv. The Company should regularly communicate and inform all its employees about all the policies related to them, to keep them educated and aware of the same and enable them to take due advantages of the same.

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POWERICA LTD.

Name: Mr. Jai Ram Oberoi
Designation: Whole Time Director
Date: 21st June, 2025