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## Human Rights, Diversity, and Inclusivity Policy

### Introduction

Human rights at Tractors and Farm Equipment Limited (TAFE) are integral to our commitment to respecting and upholding the inherent rights of our stakeholders and preventing non-compliances. At TAFE, Diversity, and Inclusivity are integral values fostering belonging, mutual respect, and shared trust among all individuals.

This policy establishes a framework for addressing human rights, diversity, and inclusivity, aligned with relevant legal frameworks, including but not limited to:

- Parliament of India, Companies' Act of 2013
- National Guidelines on Responsible Business Conduct (NGRBC)
- SEBI's Business Responsibility & Sustainability Report (BRSR) when requirements arise
- Factories Act (1948)

We are also guided by the principles of frameworks such as

- United Nations, Guiding Principles on Business and Human Rights (UNGPs)
- National Human Rights Commission (NHRC)

### Scope of Application

This policy applies to TAFE manufacturing units, and offices.

### Section 1: TAFE's commitment to Human Rights

TAFE has laid down the following principles to uphold its commitment to respect human rights. It conforms to TAFE's values and principles of conduct. TAFE adheres to all the applicable laws and regulations and takes strong disciplinary actions in case of non-compliance.

#### 1.1: Prohibiting Child Labor and Forced Labor

- TAFE refuses to employ anyone below the legal minimum age or make anyone work against their will.

#### 1.2: Prohibiting Discrimination and Harassment at the Workplace

- TAFE does not tolerate unacceptable treatment of its employees, including mental cruelty, sexual harassment, inappropriate behavior that is sexual, coercive, threatening, abusive, or exploitative.



TAFE promotes equal opportunities and fair treatment for all employees, without any discrimination of any sort

### 1.3: Creating a Safe and Healthy Working Environment

- TAFE regularly inspects and maintains its facilities to ensure a secure work environment. TAFE's health and safety management system identifies and controls risks, proactively reduces incidents, ensures regulatory compliance, and provides appropriate training to its personnel. TAFE promotes high health and safety standards across its supply chain by encouraging suppliers to attain relevant accreditations (ISO 14001, ISO 45001, or equivalent)

### 1.4: Supporting Fair Remuneration and Working Conditions

- TAFE provides fair remuneration and guarantees the national statutory minimum wage for all employees. TAFE complies with all labor laws as applicable.

### 1.5: Embedding Diversity & Inclusion

- TAFE fosters a diverse workplace that supports the success and well-being of all employees. TAFE promotes diversity at all levels, encourages mutual respect among stakeholders, and ensures gender equality of its workforce in compensation, consideration, and development.

### 1.6: Supporting the Local Community

- TAFE actively works to protect the safety and health of the local community. As a result of our commitment to diversity and inclusion, TAFE doesn't discriminate recruitment of senior management personnel based on location, thereby providing equal employment opportunity to the members of local community in compliance with the appropriate regulations.

## Section 2: TAFE's commitment to Diversity and Inclusivity

TAFE focuses on building a business that values diversity, equity, and inclusiveness among relevant stakeholders. The following commitments guide TAFE's practices across all levels of our operations.

### 2.1: Building an inclusive culture

TAFE promotes and supports diversity and inclusiveness at all levels. TAFE encourages mutual respect for all our stakeholders to establish a fair and transparent working environment.

### 2.2: Providing equal opportunity to all

TAFE aims to promote equal opportunities for and treatment of its stakeholders irrespective of race, nationality, social background, skin color, disabilities, sexual orientation, political or religious conviction, sex





or age. Equal opportunities are provided to all employees in our process of hiring, promotion, career development, training, engagement programs, retention, etc. TAFE ensures gender equality in compensation by valuing the skills, qualifications, and contributions of all employees. TAFE conducts performance evaluations that consider skills, qualifications, experience, complexity, and responsibilities associated with each role, facilitating merit-based salary increases, bonuses, and incentives tied to individual or team achievements.

It is core to TAFE to extend support, promote research and extension that will enhance the economic sustainability of small and marginal farmers towards its larger goal of food security for all.

We endeavor skill building of local community stakeholders.

### 2.3: Discrimination-free recruitment

TAFE is committed to adhering to hiring and recruitment practices that are free from bias and discrimination. The selection processes are designed to be robust, and unbiased, providing equal opportunities for all candidates.

### 2.4: Supporting learning and development

TAFE actively promotes employee growth through comprehensive training and capability improvement programs aimed at enhancing skills and knowledge. Our Sivasailam Learning Center (SLC) serves as an innovative hub for both physical and digital training initiatives, dedicated to bolstering the skills and expertise of our workforce across various domains. These initiatives empower our workforce to achieve personal and professional development, ensuring they meet industry demands effectively. Additionally, TAFE extends training to dealers and suppliers to enhance customer solutions. We also support the farming community by providing training on modern and sustainable farming practices.

### 2.5: Governance

TAFE expects strict adherence to this policy from its employees and business partners.

- **Employees:** All TAFE employees must treat everyone with dignity and respect. All employees are expected to always uphold TAFE values and demonstrate the right conduct during work and at company events. TAFE employees are also expected to attend awareness and sensitization workshops to enhance their knowledge of diversity and inclusivity practices.
- **Suppliers:** Suppliers are also expected to respect the personal dignity, privacy, and rights of everyone and promote equal opportunities in their business operations.

### Alignment of conduct of employees and stakeholders

TAFE conducts training and capability improvement programs and business communication sessions for applicable stakeholders on human rights, diversity, and inclusivity, and mandates adherence to this policy. TAFE outlines these requirements in its Supplier Code of Conduct and conducts audits to encourage compliance throughout the supply chain.

### Reporting complaints



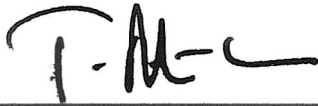
Improper behavior of any kind will be actively addressed at TAFE without any repressive measures against those who speak out.

If a stakeholder is aware of or has witnessed any inappropriate behavior that violates this policy, they must notify TAFE through email at [cocp@tafe.com](mailto:cocp@tafe.com).

### Policy Review Mechanism

This Policy is reviewed periodically by the relevant stakeholders/department and may be amended or modified based on any subsequent changes to applicable regulations or when deemed necessary.

### Issuing Authority:



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**Muthu Kumar Thanu**  
President & Group Chief HR Officer

