



PRAXIS HOME RETAIL LIMITED

Policy on Well-being of Employees

Praxis Home Retail Limited (“PHRL” or “Company”) recognizes the role of all its employees in generating, growing and sustaining the business. Accordingly, it is committed to creating and maintaining fair, safe, healthy, nurturing and vibrant work environment, across all its operations. We expect that our commitment to well-being of all employees will also followed by our Joint Ventures and Subsidiaries, if any, in future.

PHRL respects the right to freedom of association, participation, and collective bargaining to all its employees. It provides and maintains equal opportunities at the time of recruitment as well as during the course of employment irrespective of caste, creed, gender, race, religion, disability or sexual orientation. In keeping with the applicable regulations, the Company does not use child labour, forced labour or any form of involuntary labour, paid or unpaid. The Company ensures timely payment of fair living wages to meet basic needs and economic security of the employees. The Company creates systems and practices to ensure a harassment free workplace where employees feel safe and secure in discharging their responsibilities.

PHRL takes cognizance of the work-life balance of its employees, especially that of women and provides facilities for the wellbeing of its employees including those with special needs. PHRL is committed to providing a workplace environment that is safe, hygienic, humane, and which upholds the dignity of the employees. To this end, the Company appropriately communicates and trains the employees - permanent, temporary, contractual and casual, on a regular basis.

PHRL ensures continuous skill and competence upgrading of all employees by providing access to necessary learning opportunities, on an equal and non-discriminatory basis. It promotes employee morale and career development through enlightened human resource interventions.

The functional head is responsible for championing the adherence to this policy for the respective function. The Company made provisions for listening and resolving employee’s grievances vis a vis the provisions within the policy. In addition, the adherence to the provisions of this policy is reviewed by the senior management on a regular basis besides the periodic audits, covering directly/indirectly the areas of respective function. Any major deviations and need for review of the policy are reported to the Board of Directors of the Company.

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