



**INTIMAR SERVICES PRIVATE LIMITED**

# **HUMAN RIGHTS STATEMENT**

**NOTICE**

This Human Rights Statement is the property of Intimar Services Private Limited. These documents are not for general distribution and are meant for use only for the person they are specifically issued to. These documents shall not be loaned to anyone, within or outside Intimar Services Private Limited, including its customers.

Intimar Services Private Limited,  
11/2, 8th Cross, 7th Main Rd,  
BHCS Layout, Uttarahalli Hobli,  
Bengaluru, Karnataka, India 560061  
Telephone: (+91) 80 23690350  
Website: <https://www.intimar.in/>

## Table of Contents

1	Objective.....	4
2	Scope .....	4
3	Eligibility.....	4
4	Main Contents of the Policy .....	4
4.1	Equal Opportunity Employer .....	4
4.2	Harassment Free Work Place .....	4
4.3	Workplace Diversity .....	4
4.4	Freedom of Association.....	5
4.5	Abolition of Forced Labor .....	5
4.6	Abolition of Child Labor .....	5
4.7	Anti-Corruption and Bribery.....	5
4.8	Minimum Wage .....	5
5	Effective Date .....	5

## **1 Objective**

Our Human Rights Statement provides a broad framework to ensure that all employees are treated with respect and dignity and that a common set of principles apply to our business practices to ensure that we do not accept human rights violations or abuses.

## **2 Scope**

This statement covers all our employees across India regardless of employment agreement or rank.

## **3 Eligibility**

All employees at Intimar Services across all job levels are included in this statement.

## **4 Main Contents of the Policy**

### **4.1 Equal Opportunity Employer**

Company policy prohibits unlawful discrimination based on race, color, creed, gender, religion, marital status, age, national origin or ancestry, physical or mental disability, medical condition including genetic characteristics, sexual orientation, or any other consideration made unlawful by Central, state, or local laws.

### **4.2 Harassment Free Work Place**

The Company is committed to providing a work environment free of unlawful harassment. We prohibit sexual harassment and harassment based on pregnancy, childbirth or related medical conditions, race, religious creed, color, national origin or ancestry, physical or mental disability, medical condition, marital status, age, sexual orientation, or any other basis protected by laws & regulations of respective jurisdictions.

### **4.3 Workplace Diversity**

We aim to form an inclusive work place and leverage the power of diversity for sustainable competitive advantage, where employees from different backgrounds have the chance to participate, develop and contribute freely and equitably. We mean create a place free of barriers in which every employee has the opportunity to participate, contribute and develop freely and equitably. Our Diversity Philosophy celebrates the common values that bring joy, happiness, energy and enthusiasm to the community and focuses on bridging differences by enhancing commonalities among the diverse work pool.

#### **4.4 Freedom of Association**

Company recognizes the employees' right to assemble, communicate and join association of their choice in matters associated to their employment within the purview of the policies and procedures of the Company. We respect the rights of our employees to associate or not associate through Internal Employee resource groups and seek representation, to bargain or not bargain collectively in accordance with local laws.

#### **4.5 Abolition of Forced Labor**

Company is against any form of coerced or prison labor, use of physical punishment or threats of violence or other forms of physical, sexual, psychological or verbal abuse as a method of discipline or control.

#### **4.6 Abolition of Child Labor**

Company is against the exploitation of children (any person below the age of 18 years) through any form of work that deprives them of their childhood, interferes with their ability to attend regular school, and is mentally, physically, socially or morally harmful.

#### **4.7 Anti-Corruption and Bribery**

The Company is committed to compliance with all the Prevention of Corruption Act, 1988 (India).

#### **4.8 Minimum Wage**

The Company complies and provides employees with a minimum living wage in respective jurisdictions.

### **5 Effective Date**

This Policy is effective from January 1, 2020.