



IFGL EXPORTS LIMITED

Registered Office :

3, NETAJI SUBHAS ROAD, KOLKATA - 700 001, INDIA

PHONE : +91 33 40106100, FAX : +91 33 22430886

E-mail : ifglexports@bajoria.in

Code of Conduct on Affirmative Action is as follows :

1. The Company affirms the recognition that its competitiveness is interlinked with the well being of all sections of the Indian society.
2. The Company believes that equal opportunity in employment for all sections of society is a component of its growth and competitiveness. It further believes that inclusive growth is a component of growth and development of the country.
3. The Company affirms the recognition that diversity to reflect socially disadvantaged sections of the society in the workplace has a positive impact on business.
4. The Company will not practice nor support conscious discrimination in any form.
5. The Company does not bias employment away from applicants belonging to disadvantaged sections of society if such applicants possess competitive skills and job credentials as made public.
6. The Company's selection of business partners is not based on any considerations other than normal business parameters. In case of equal business offers, the Company may prefer to select a business partner belonging to a socially disadvantaged section of society.
7. This written policy statement on Affirmative Action will remain in public domain and also be followed in the Company's workplace for encouraging applications, upskilling and continual training of employees from socially disadvantaged sections of society.
8. The Company has / will have partnership programmes with educational institution(s) to support and aid students from socially disadvantaged sections of society.
9. Company Secretary of the Company will be accountable to the undersigned to oversee and promote its Affirmative Action policies and programmes. He will present a biannual report to the Board of the Company about such policies and programmes.
10. The Company may maintain records on Affirmative Action wherever necessary and make available its learning and experiences as a good corporate citizen in Affirmative Action to other companies desiring to incorporate such policies in their own business.

For and on behalf of the Board of Directors of

IFGL Exports Ltd

P Bajoria

Managing Director

5th August, 2017

Kolkata



Group Company

Websites : www.bajoria.in

www.ifglref.com

CIN : U51909WB2007PLC118407

Works : PLOT NOS. 638-644, KANDLA SPECIAL ECONOMIC ZONE

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