

ADVANCED ENZYME TECHNOLOGIES LIMITED

POLICY ON HUMAN RIGHTS AND EMPLOYEES WELL-BEING

Advanced Enzyme Technologies Ltd. (“AETL” / “Company”) believes that its employees shall live with social and economic dignity and freedom, and treated equally regardless of nationality, gender, race, economic status or religion. In our Company and across our system, we are committed to develop a culture to ensure that people are treated with dignity and respect. Our support for these fundamental principles is reflected in our policies and actions towards our employees, suppliers, clients, communities and the countries where we do business.

Equal opportunity, Diversity and Freedom of Association

AETL is committed to building a culture in which all employees, including potential candidates can compete in a fair, open and transparent environment. Merit in qualification, performance and capability form the sole criteria for selection. It is our constant endeavor to ensure there is no discrimination in respect of employment and occupation. Wages, hours of work and social benefits, are based on local laws and regulations as well as prevailing market standards and practices. The Company respects the employees’ right to freedom of association and participation. Employees at all levels shall have freedom of association.

Harassment-free workplace

AETL treats all employees with respect and provides a work environment free from all forms of harassment, whether physical, verbal or psychological. This includes behavior/action directed towards third parties during the course of conducting business. Employees have the right to freedom of opinion and expression.

Employees Well-Being

The Company has / shall formulate schemes and policies to address health and welfare needs of employees and their families. The Company provides workplace environment that is safe, hygienic and which upholds the dignity of the employees. The Company is committed to continuous skill and competence upgrading of its employees by providing necessary training & learning opportunities on non-discriminatory basis. The Company endeavors to develop a culture which inculcates the work-life balance of its employees.

The Company sponsors and/or organizes, from time to time, Yoga & other related programmes for its employees. These programmes include tools, techniques, perspectives & activities which have various health benefits and also helps in reducing stress & anxiety. In addition, the Company also provides Health Check Up facility, from time to time, for its employees.

Safe and Healthy Workplace

The Company provides a safe and healthy workplace and complies with applicable safety and health laws, regulations and internal requirements. We are dedicated to maintaining a productive workplace by minimizing the risk of accidents, injury and exposure to health risks. We are committed to engaging with our employees to continually improve health and safety in our workplaces, including the identification of hazards and remediation of health and safety issues. Workplace Security: the Company is committed to maintaining a workplace that is free from

violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats.

Forced Labor and Human Trafficking

The Company prohibits the use of all forms of bonded / forced labor and any form of human trafficking. Child Labor: the Company prohibits the hiring of individuals at the workplace that are under 18 years of age.

Whistle Blower Policy

The Company has, in place, a Whistle Blower Policy to (a) establish a mechanism for employees to report to the management any instances of unethical behavior, actual or suspected fraud or violation of the Company's ethics policy; and (b) provide necessary safeguards & protection to employees from reprisals or victimization, for whistle blowing in good faith.

Employees Stock Option Plan

With a view to attract and retain key talents working with the Company and its subsidiaries by way of rewarding their performance, the Company has adopted Employee Stock Options Scheme 2015 and Employees Incentive Plan 2017. The said Scheme & Plan are displayed on the Company's website at <http://www.advancedenzymes.com/investors-codes-policies.aspx>.

Grievance mechanism

AETL implements the above standards by incorporating it in related policies, processes and guidelines across all our business operations. Trainings are being conducted to strengthen in-house awareness and education on the practice of human rights. We believe that an empowered workforce is the best way to receive feedback and identify improvement areas.

To raise grievances and to report confidentially and anonymously without fear of retaliation any breach of policies and procedures in AETL the grievance can be reported in the following manner

1. Grievances – To be addressed to Head - Human Resources
2. Prevention of Sexual Harassment Committee (i.e. Internal Complaints Committee)

Additionally, we endeavor to continuously engage with employees to create awareness, understand and address grievances.