

CONTENTS – HR Policy Manual

Topic

Introduction

Organization Profile

Section 1: Recruitment, Selection and Onboarding Policy

Screening, Selection & Offer of Employment
Employment Agreement, Joining Formalities & Orientation

Section 2: Relocation Policy / Transfer Policy

Section 3: Attendance, Working Hours & Leave Policy

Working Hours & Attendance Rule
Leave Policy

Section 4: Salary / Compensation Policy

Salary Administration
Social Security Measures / Annual Benefits
Medical Insurance

Section 5: Separation Policy

Resignation
Termination
Notice Period
Exit Interview

Section 6: Disciplinary Action and Other Code of conduct

Section 7: Performance Improvement Plan (PIP)

Section 8: Employee Benefits

Section 8-A: IT & Communication Policy

Section 8-B: Loan & Advance Policy

Section 9: SOP's (Standard Operating Procedures)

Trading Operations – Branch Offices

Section 10: Human Rights Policy

Section 11: Grievance Redressal Policy

Policy Section - 1

Title	Recruitment & Employment Policy
--------------	--

1. GUIDELINES

- Recruitment is the joint effort of user department and the HR Department to identify and secure the best possible candidate for a particular position in that department.
- The approval from the approving authority must be sought prior to the appointment of an individual who has a relative (brother, sister, wife, husband, son, daughter, first cousins - mothers and fathers' side or any other near relations) - already in the employment of the SHARE INDIA GROUP or any of its subsidiary.
- An individual who was employed by the Company previously would be considered for employment again only with the prior approval of the approving authority.
- The prior approval of the approving authority must be sought for any internal employee's deployment on permanent roll from contractual staffing.

2. RECRUITMENT PROCESS

A. Requisitioning

A Manpower Requisition Form (MRF) for employees should be completed by respective Functional Head / Line Manager for all full-time, part-time, temporary and casual position openings and sent to the HR Department and should take all the requisite approval as per MRF.

The requisition states the essential functions of the position, reason for vacancy/addition.

If the requisition is for a new position/ for an existing position where job requirements will change significantly, a Job Description form should be completed by Line Manager giving overview of position, primary responsibilities, experience, education, required skills and abilities.

B. Sourcing Process: Across all level and employment type

The HR identifies the various recruitment sources for getting needed employees on board / contractual. The sources can be both internal or external viz. internal job posting, social media releases, employee referrals, campus recruitment, job portals, recruitment through consultants, lateral selection, company's career page etc.

C. Candidate Screening

Selection procedure begins with the screening of Bio-data by the concerned Functional Head.

HR will take full assistance from the Functional Head / Line Managers in identifying technical competency of the candidate during the sourcing process.

D. Selection Interview

HR will co-ordinate with the candidates and schedule the interview of shortlisted candidates from related functions.

An online assessment shall be conducted to evaluate the candidates for the respective roles as defined in the Manpower Requisition Form (MRF) and Job Description (JD).

Interview schedule will be provided in advance as per the convenience of the candidate to all interview panel members.

**** For detailed procedures, please refer to the HR Process Manual, Section 3.3 – Candidate Screening and Interview Process**

3. Reference Check

If required, HR will do one reference check of his/her credentials the selected candidate.

Appointment of selected candidate is subject to verification of his/her credentials.

In case any information provided at the time of appointment is subsequently found to be wrong / incorrect, the employment will be terminated for misconduct without giving the benefit of notice period or severance compensation benefits to such employee on separation.

4. Offer of Employment

After being selected by the Company the successful candidate shall be given **Offer Letter** to formally offer him/her the job and seek his acceptance along with Resignation copy.

The Company usually allows one month for joining to the selected candidates. In exceptional cases, a candidate may be allowed an extension for joining if the concerned Line Manager and HR Manager agree. The offer is conditional upon the candidate reporting to work on the specified date and becomes void after the specified date if the candidate does not report to work.

5. Appointment Letter

Appointment Letter to be issued after actual joining that will indicate the terms and conditions of employment.

The employee should refer to his/her Appointment Letter's for details on the terms and conditions governing his/her employment with the Company and acknowledge the same.

For remote locations, acknowledgments will be collected via email.

6. Joining Formalities & Orientation

The Line Manager / HR Department will take care of joining formalities & orientation of new entrants.

Every employee must undergo an orientation program. This would cover organization's Vision, Mission, Principles, Safety, Organization Structure, HR policies etc.

The induction program will be delivered via virtual mode to ensure consistency and accessibility for employees regardless of their location.

The following documents have to be completed and submitted by each employee.

- a. Aadhar Card, PAN Card.
- b. 3 Passport size photos.
- c. Qualification Documents.
- d. Bank Accounts Details.
- e. Experience cum Relieving letter. (If applicable)
- f. Last Salary proof

HR may be approached for clarification on what documents would be acceptable to SHARE INDIA GROUP where several options or possibilities exist.

**** For detailed procedures, please refer to the HR Process Manual, Section 4.1, 4.2 – Onboarding**

Policy Section - 2

Title	Relocation Policy
--------------	--------------------------

OBJECTIVE

Business exigencies may require employees to be transferred from one department to another or from one location to another. Under such circumstances, SHARE INDIA GROUP reserves the right to transfer any employee. The Company will assist the employee in meeting reasonable expenses when they are transferred to a different location within India for Company business.

APPLICABILITY

This Relocation Policy will be applicable to **all employees**.

They will not, however apply to any employees on contract, part-time employment and daily rated employees unless specifically mentioned in the terms of appointment.

ENTITLEMENT

Transportation Allowance and Settling Allowance

In the case of relocation, SHARE INDIA GROUP will provide the expenses incurred during the transportation of household goods and settling allowance. The entitlements for such reimbursements are detailed below:

Type of allowance	Entitlement
Transportation Allowance	½ Month basic or actual whichever is less
Settling Allowance	½ Month basic

Policy Section – 3

Title	Attendance, Working Hours & Leave Policy
--------------	---

Working days and Office timings:

The office shall work on all days of the week except Sunday and such other holidays as may be declared well in advance from time to time.

The general office timings will be from **8.30 A.M. to 3.30 P.M.**, from **Monday to Friday**. Though the shift can be changed subject to prior approval from the manager.

All Saturdays will be a weekly off for the trading staff (who are doing trading).

However, all such staff members who are required to report early or stay till late due to nature of work assigned to them, they shall be required to report at such time as may be stipulated by their departmental head from time to time.

Trading staff shift and grace period timings are the sole discretion of the head of the department.

All staff members shall be compulsorily required to mark their attendance through the attendance machine while coming to and leaving from the office. Even in such case where a Staff Member is found not to have marked his/her in-time or out-time through the attendance machine, the data available in the attendance machine shall only be considered as relevant. In case the staff member is outside the office on Official Duty, then the attendance shall be marked on the basis of OD request on the portal after confirmation/approval received from concerned departmental head.

**** For detailed procedures, please refer to the HR Process Manual, Section 6.1 – Attendance, Working Days and Leave Management.**

Leaves

1. Leaves

Leave, other than sick leave, cannot be claimed by any staff members as a matter of right. Discretion is reserved with the concerned departmental head empowered to sanction leave, to refuse or revoke leave at any time, depending on exigencies of the company's work.

All leave must be applied for at least 1 working day prior for approval to concerned departmental head, with the exception of sick leave / emergency situation, which may be intimated verbally and post facto approval sought upon resumption of work. All leaves taken by staff members without proper approval shall be subject to suitable disciplinary action including but not limited to marking of additional half leave for all unapproved leaves.

Subject to the conditions as mentioned hereinafter, trading staff members shall be entitled to 1 (One) casual leave per calendar month during their tenure.

- a)** the staff members who have been / shall be granted exemption from attending the office on Saturdays shall be entitled only to 1 (One) casual (without pay) leave per calendar month. Such

staff members shall not be entitled to any paid leave;

- b)** All Casual leaves will be lapse at the end of financial year i.e. on 31st March every year.
- c)** If an employee remains on leave on both the working days immediately before and after the weekly off (Friday and Monday), the intervening weekly off days (Saturday and Sunday) shall be treated as holidays. This rule will also apply in cases where a public holiday falls between the leave days.
- d)** Staff members who are found to have left the office for any reason whatsoever before serving at least 2 hours, shall be marked as absent for that day.

2. Lunch Break

The lunch break shall be for a period of 30 minutes only.

3. Attendance Policy Statement for Branch Locations

In alignment with operational requirements and geographic considerations, the following attendance tracking methods are implemented:

1. Manual Attendance:

- In certain locations where, geographic constraints make the use of automated systems impractical, attendance is recorded manually duly verified and approved by the respective Branch Manager

2. Geofencing Systems:

- Where feasible and technologically viable, geofencing-based attendance systems are utilized to ensure accurate and efficient tracking of employee attendance.

These measures are designed to ensure consistency and accountability in attendance management across all locations while adapting to the unique challenges of each branch.

Policy Section - 4

Title	Salary / Compensation Policy
-------	------------------------------

The Company's compensation and benefits policy and systems have been developed with the aim to maintain a reasonable level of pay and benefits that are competitive with the average compensation of employers offering similar employment and competing in the industry and which is aligned with Company's business strategy and culture.

SALARY ADMINISTRATION

Pay Period

Salaries are paid monthly by direct credit into the employee's bank account not later than 10th of each month.

Salary slips are uploaded on ESS portal on or after the 15th of each month once payroll calendar is locked after submission of all statutory compliances.

SOCIAL SECURITY MEASURES / ANNUAL BENEFITS

PROVIDENT FUND

SHARE INDIA GROUP has a contributory PF scheme covering all its permanent employees. The scheme is regulated as per the provisions of the 'Employees' Provident Fund and Miscellaneous Provisions Act', 1952 and Employee Provident Fund Scheme, 1952.

Contribution to EPF is as per the Employee Provident Fund Scheme, 1952.

EMPLOYEE PENSION SCHEME 1995

Employee Pension Scheme can be withdrawn only after retirement or in case of death or permanent disability in the form of periodic instalments of pension. In case of death of the employee, the nominee of the employee will be eligible for periodic pension from the EPS.

GRATUITY

Gratuity is payable as per the Gratuity Act 1972

Employees' State Insurance Act (ESIC)

ESIC is applicable as per the ESIC act.

Policy on Bonus/Ex-Gratia Traders/Staff:

Traders and related staff are eligible for performance-based incentives. Bonus is payable at the sole discretion of the management.

** Management reserves the right to review and revise this policy as needed.

Medical Insurance:

This policy provides umbrella coverage for employees, subject to terms and conditions determined by management. The coverage of employees and the terms and conditions all are done at the sole discretion of management. The specific details of the policy, including coverage limits and applicable terms, will be communicated to employees as and when required.

Submission of details / documents for TDS purposes

All the staff members whose salary income is liable for deduction of tax at source (TDS), shall be required to submit the required declaration with accounts department on or before 30th April every year. Further, the cutoff date for submission of relevant proofs shall be 28th February. In case of any default in this regard, it shall be assumed that the staff member is not eligible for any deduction under Income Tax Act leading to deduction of TDS at applicable rates.

** For detailed procedures, please refer to the HR Process Manual, Section 6.5 – TDS Declaration

Policy Section - 5

Title	Separation Policy
--------------	--------------------------

BACKGROUND

The exit of any employee from SHARE INDIA GROUP could be due to various reasons like – retirement, termination, voluntary resignation. This policy has been framed for hassle free exit management of the employees, which ensures the protection of SHARE INDIA GROUP assets, minimizing the impact on the business and clients.

APPLICABILITY

This policy is applicable for all the employees of SHARE INDIA GROUP at the time of separation from the Company.

The guidelines and process to be followed for each condition is given below:

RESIGNATION

A notice of resignation must be given in writing to the Line Manager, and a copy immediately forwarded to the HR Department. It should include the last day of work, the effective date of the resignation and the reason for the resignation.

IMPORTANT:

- **This simply creates a breach of contract if the employee doesn't give proper notice. The employer can decide whether to accept that breach and waive compliance with the notice period or it can hold the employee to the notice period. All it means is that the employee must work out the full notice required and if he/she does not, the employer can claim for damages.**
- **If employee resigns without giving notice as per terms of the employment contract, he/she is in breach of contract and employer does not have to pay notice pay in such a situation. If, after given notice, the employee does not work in that duration, employer does not have to pay (no work, no pay). If the employee gives late or short notice that is a breach of contract and employer can either hold the employee to what's left of the contract or cancel and sue for damages.**

**** For detailed procedures, please refer to the HR Process Manual, Section 8.1 (1.1 & 1.2) – Exit Management process.**

Notice Period

Employee has to refer the notice period clause of his/her appointment letter. However, company reserves the right to withdraw / change in notice period clauses from time to time as per requirement and subsequent announcement to employees.

Exit Interview

Upon receiving the employee's notice of resignation, an exit interview would be arranged for the employee with the HR Department. This discussion aims at reviewing the reasons for resignation and to outline the appropriate exit arrangement.

If the resignation is confirmed the employee would need to sign on the completed exit interview form.

RETIREMENT

The official retirement age at SHARE INDIA GROUP is 70 years. The employee will be informed about his retirement date at least 1 month in advance by the HR. The retirement day will be the last working day of the month in which the employee turns 70.

EARLY/ VOLUNTARY RETIREMENT

Employees may be eligible for early or voluntary retirement under certain, bona fide circumstances. These circumstances include, but are not limited to:

Health-Related Concerns: Situations where an employee is unable to continue in service satisfactorily due to prolonged physical or mental infirmity, or any health condition that significantly impairs their ability to perform assigned duties.

Redundancy: Instances where the employee's position becomes redundant as a result of organizational restructuring, economic conditions, or other operational changes.

Other Bona Fide Circumstances: Any other significant factors deemed appropriate by the Company that materially affect the employee's capacity to perform their role.

An employee may be considered for early retirement at any time prior to reaching the age of 70 years. Consideration for early retirement may be initiated either upon receipt of a formal application by the employee or, at the Company's discretion, on a Suo-moto basis.

The final decision regarding early or voluntary retirement shall rest solely with the Management and shall be deemed final and binding on the employee.

TERMINATION

An employee may be terminated from the service of the Company after following the disciplinary procedure under the following circumstances:

- Violation of Company policies
- Dishonesty/Indiscipline/ Non-performance
- Unauthorized absenteeism
- Unethical behavior
- Terms cover under employment contract
- Any other reason at the discretion of the Company Management.

Note: Termination requires prior review and concurrence by Line Manager & HR. The basis for the termination and facts supporting the action must be fully documented.

After appropriate counseling, employees who are unable to meet the established standards of performance for a position may be terminated with defined notice period or equivalent payment in lieu of notice.

Employees terminated for misconduct are not eligible for re-employment in the Company.

Process of Termination

The employee is notified by the Line Manager about / HR the reasons for termination. A termination letter is issued by the HR department and handed over to the employee by the Line Manager where in the employee is informed that the decision is final and from when the termination will be effective. Employee should fulfill the settlement formalities and get clearance and the Finance department makes full & final settlement of the employee's account.

GUIDELINES FOR SEPARATION

The following guidelines are to be followed in all the above cases of separation from SHARE INDIA GROUP:

Return of Company property- The outgoing employee is to return all the Company property and submit the same to the HR department along with **exit checklist form**. The HR Department verifies the state of the property and gives a clearance certificate to the employee.

Where permitted by applicable laws, Company may withhold the employee's salary or final salary against the cost of any items that are not returned when required. Company may also take all action deemed appropriate to recover or protect its properties.

Final Settlement of Accounts/dues clearance - HR Department prepares the full & final settlement within 45 - 60 days, of the outgoing employee after considering all legitimate dues till last working day in the Company. The Finance department after receiving instructions from HR Department clears the full & final dues of the outgoing employee.

Policy on Final Settlement for Traders:

Accounts Clearance:

- Upon receiving approval from the reporting head or branch manager, the Accounts Department will proceed with processing the final settlement.

Full & Final Settlement Documentation:

- Full & Final Settlement documents will be prepared and maintained at the time of final clearance in alignment with standard operational practices.

Exit Interview Form

- Employee Name: _____
- Department: _____
- Last Working Day: _____
- Date of Interview: _____

1. 1. Reason for Leaving

Career growth Pay/benefits Work environment Management Personal

Other: _____

2. Job Satisfaction

On a scale of 1–5 (1 = Very Dissatisfied, 5 = Very Satisfied)

Very satisfied Satisfied Neutral Dissatisfied Very dissatisfied

3. What did you like most about your job?

4. What did you like least about your job?

5. What could the company do to improve?

6. Additional Comments (Optional)

I agree that when I cease to be an employee of SHARE INDIA GROUP, I have no right to any information contained in the SHARE INDIA GROUP email or network file systems. I acknowledge that access to that information may be provided to anyone whom the Management or his authorized delegate may decide requires it.

Employee Signature: _____

Date: _____

Policy Section – 6

Title	Disciplinary Action and Other Code of conduct
--------------	--

Disciplinary Action

The Company in its sole discretion reserves the right to discipline employees in a manner that it supposes to be appropriate given the severity and circumstances of the misconduct. However, while deciding on the disciplinary procedure to be adopted, the Company shall ensure that the principles of natural justice are complied with. Depending on the severity of the misconduct and the circumstances, the disciplinary actions may range from verbal warning, written warning, final written warning to suspension or summary dismissal.

The Company will initiate appropriate disciplinary action depending on various factors, including but not limited to on the nature of the misconduct or unacceptable behavior, the urgency of the situation, etc. The Company will follow applicable law and the principles of natural justice, wherever necessary or required, while taking necessary disciplinary action.

Sexual Harassment and Other Discriminatory Harassment

Sexual harassment and other discriminatory harassment are illegal and shall be dealt with very strictly. Actions or words of a sexual nature that harass or intimidate others are completely prohibited and shall not be allowed under any circumstances. Such an incident shall invite suitable disciplinary action upto termination. Further, suitable disciplinary action shall also be initiated against the complainant, if the complaint is found to be false.

Restrictions w.r.t. trading on Stock / Commodity Exchanges

As the Company expects its employees to devote their full and undivided attention exclusively to the business of the Company, employees are completely prohibited from trading on any Stock / Commodity Exchange (except transactions relating only to IPOs / Public Offers) either on their own behalf or on behalf of their family member/s, relatives and/or friends through the company and/or through any other broking entity without seeking prior consent from the Company's management. All existing trading accounts in whosoever name being maintained / operated by the Company's employees, if any, must be disclosed to the Company immediately.

Engagement in any other employment/business activity

Unless the Company otherwise consents in its sole discretion, staff members will be required to devote their full and undivided attention exclusively to the business of the Company during the entire term of their employment with the Company. They will not be allowed to accept any other employment or engagement without prior consent of the management.

Miscellaneous

- Engaging in behavior that ridicules, belittles, intimidates, threatens or demeans, affects productivity and may negatively impact the Company's reputation. Therefore, you are expected to treat others with the same respect and dignity that any reasonable person may wish to receive.
- Safeguarding and appropriately using Company assets, whether those assets take the form of paper files, electronic data, computer resources, trademarks or otherwise, is highly critical. You shall be required to exercise due care and diligence in this regard.
- Your company is committed to preserving customer and employee trust. Therefore all information, whether it is business, customer or employee-related, must be treated in a confidential manner.

Policy Section - 7

Title	PIP Policy (Performance Improvement Plan)
--------------	--

1. Purpose:

This policy is to provide an opportunity to those employees whose performances have been much below expectation, who have not met mutually agreed goals and need immediate improvement and changes to remain eligible to continue their association with us.

2. Process:

- Identifying poor performances that need to be put under Performance Improvement Plan (PIP) in consultation with Functional Heads.
- Performance Improvement Plan (PIP) needs to be discussed with the employee to clarify company expectations during PIP tenure.
- Functional Head / Line manager who wish to initiate PIP for a poor performer must first prepare employee's latest performance and show enough sufficient evidence to indicate poor performance to prove. The attached form must be completed.
- HR along with Employee's direct line manager shall discuss with the employee his/her latest performance to agree and commit to the expected performance for a period of 30-90 days.
- HR shall issue to the employee a copy of the completed PIP Form and submit a copy of the Form to HR.

Follow-up Review:

Follow-up review on performance shall be conducted from time to time. The intent of this review is to help the employee achieve the set goals and review the results of the stated action plans.

HR shall be copied and notified on all follow-up review sessions.

Completion of PIP

Upon completion of the 30-90 days' period, if the employee has shown satisfactory improvements in performance, the line manager shall call upon the employee to talk about closing of the case. HR shall be informed that the PIP program is to be discontinued for the employee.

If, after the follow-up and review sessions within the 30-90 days' period, the employee fails to show any or little progress or improvement in performance, line manager shall interview the employee to discuss his/her shortcomings and unacceptable performance. Based on the findings during the follow-up review, the line manager may recommend that one of the following actions be taken after discussion with HR:

- A) An extension of another 30 days if it is determined that the employee is close to goal attainment and requires more time.
- B) Downgrade/Internally transfer the employee to another position where he/she can perform more effectively.
- C) Terminate the services of the employee with the Company. The recommended course of action must be endorsed by the approving authorities and the Human Resource prior to implementation, and compensate notice pay.

5. Revision of the Policy

HR will update the contents of this policy timely in-line with company business expansion & development.

PERFORMANCE IMPROVEMENT PLAN FORM (optional)

Employee Name: _____ Position: _____ Department: _____

Supervisor Name: _____ Date: _____ PIP Period: _____

Required areas for performance improvement:

- 1) _____
- 2) _____
- 3) _____

Timeline to achieve the objectives:

- 1) _____
- 2) _____
- 3) _____

Results of discussions for different steps:

Employee has made * significant / some improvement / no improvement. (* circle where applicable) for objective#:

- 1) _____
- 2) _____
- 3) _____

Result of the final discussion: (* circle where applicable)

Employee has made *

significant improvement /

some improvement /

no improvement /

Employee's Comment:

Supervisor/Line Mgr.'s Comment:

Further Action agreed:

Supervisor/Mgr. / Date:

Employee / Date: _____

Functional Head / Date: _____

Duplicate copy of this form must be submitted to the Human Resource Department after the review period.

Policy Section – 8-A

Title	Laptop Policy
--------------	----------------------

For Department

- A) Department head can put the request for maximum of Three LAPTOPS if required for his/her department. (if any specific configuration is required then to mark accordingly).
- B) Any requirement for more than 3 Laptops by the said department has to be requested for approval from the Directors.
- C) The LAPTOP has to be purchased within a budget of Rs 50,000/- (approved by department head) or higher (only after prior approval from Directors)
- D) The LAPTOP shall be issued in the name of Department head (with intimation to HR department also) and will ensure its safety/custody.
- E) The request for upto 3 Laptop shall be made to IT department head.
- F) The concerned department needs to update the HR Department and Accounts Department, in case of any dispose-off / sale of a Laptop.

For IT Department

- 1) At least 2 Quotations need to be obtained by IT Department. (Not required if old quotation is 6 months old).
- 2) Purchase order to be prepared and send to the Accounts department, along with Invoice.

Policy Section – 8-B

Title	Loan / Advance Policy
--------------	------------------------------

1. Purpose of the Policy

The purpose of this policy is to define the types of advances that may be granted to employees under specific circumstances, along with eligibility conditions and repayment terms. Advances are intended to support employees during genuine needs while safeguarding the Company's financial discipline.

2. Scope & Applicability

This policy applies to all permanent employees of the Company unless otherwise specified.

3. General Principles and Eligibility Conditions (Applicable to All Categories)

- Advances are not an entitlement and cannot be claimed as a matter of right.
- No new advance shall be sanctioned unless all previous advances are fully settled, unless otherwise approved by Management.
- The Company reserves the right to recover outstanding amounts from salary, incentives, bonus, leave encashment, or final settlement.
- Submission of false or misleading information may result in rejection of the request and disciplinary action.
- The employee must be in active employment at the time of application.
- The employee must have completed the minimum continuous service period applicable to the advance category.
- The employee must not have any ongoing disciplinary proceedings.

4. Categories of Advances & Eligibility Criteria

A. Medical Emergency Advance

Purpose:

To meet unforeseen medical emergencies such as:

- Medical treatment (self, spouse, dependent children/parents, blood relations)
- Hospitalization or surgery
- Accidents or life-threatening situations

Eligibility Criteria:

- Minimum 6 months of continuous service after completion of probation
- Supporting documents such as medical bills, estimates, hospital letters, or doctor's prescription (for hospitalization/surgery)
- Subsequent advance shall not be granted unless previous advance is repaid/ settled in full.

Advance Amount:

- Up to 2 times the monthly gross salary

Repayment Terms:

- Repayable within 10 months / 10 instalments

B. Education Advance

Purpose:

Education of self, spouse, or dependent children.

Eligibility Criteria:

- Minimum 1 year of continuous service after completion of probation
- Proof of admission and fee structure required
- Subsequent advance shall not be granted unless previous advance is repaid/ settled in full.

Advance Amount:

- Up to 2 times the monthly gross salary

Repayment Terms:

- Repayable within 10 months / 10 instalments

C. Housing / Renovation Advance

Purpose:

Purchase, construction, repair, renovation, or extension of a residential house/flat.

Eligibility Criteria:

- Minimum 10 years of continuous service after completion of probation
- Supporting documents (sale agreement, estimates, ownership proof, payment proof, bills, etc.) are mandatory
- Maximum of 2 times during the entire tenure, with a minimum gap of 5 years between two advances

Advance Amount:

- Up to 4 times the monthly gross salary

Repayment Terms:

- Repayable within 24 months / 24 instalments

D. Marriage Advance (Self / Immediate Family Members)

Purpose:

Marriage of self or immediate family members.

Eligibility Criteria:

- Minimum 2 years of continuous service after completion of probation
- Supporting documents such as a wedding invitation card or declaration (if invitation card is unavailable)
- Minimum gap of 1 year between two marriage advances

Advance Amount:

- Up to 2 times the monthly gross salary or ₹50,000, whichever is lower

Repayment Terms:

- Repayable within 10 months / 10 instalments

E. Salary Advance (Short-Term)

Purpose:

Temporary financial support for short-term personal needs.

Eligibility Criteria:

- Minimum 12 months of continuous service after completion of probation
- Clean repayment record

Advance Amount:

- Up to 1 month's gross salary

Repayment Terms:

- Full adjustment from the next salary cycle
- Can be availed once every 2 years

5. Frequency & Limits

An employee shall generally not be granted more than one advance in a two-year period, except in the case of a Medical Emergency Advance.

6. Repayment Terms & Conditions

Advances are granted strictly for the stated purpose. This condition is intended to validate the purpose of the advance and to prevent misrepresentation or misuse.

7. Recovery on Separation

In case of resignation, termination, or separation:

- The outstanding advance balance shall become immediately recoverable.
- The Company reserves the right to adjust the outstanding amount against:
 - Final settlement dues
 - Leave encashment
 - Any other payable amounts
- If the amount remains unpaid, the employee shall be liable to repay the balance immediately.

8. Approval Authority

- All advance requests must be submitted in writing along with supporting documents.
- **Requests must be recommended and approved by the Reporting Manager.**
- **Requests shall be processed further after verification by HR along with supporting documents.**
- Exceptional cases may be escalated to Management for discussion and approval, if required.
- The Company reserves the right to approve, partially approve, or reject any advance request

without assigning any reason.

9. Misuse & False Information

Any misuse of advance funds or submission of false documents shall result in:

- Immediate recall of the advance
- Disciplinary action as per Company policy

10. Policy Deviations

In exceptional or emergency situations, deviations from this policy may be permitted with prior Management approval.

Policy Section -9	SOPs (Standard Operating Procedures)
Title	Branch Offices – Manpower hiring & Trading operations

- Minimum Age - 18 years, Max. Age- 70 years.
- Candidate to be discontinued in case he/she remains absent for a continuous period of 2 months. There shall be a minimum cooling-off period of at least 1 year after discontinuation;
- Dealer other than cash segment to be discontinued in case of his/her failure to obtain NISM certificate within 12 months after appointment.
- The employee should have passed class 12th.
- No new employee to be appointed in the month of March.
- All relevant documents with salary structure of new employee's should be submitted with HR for salary **within 3 days of his/her date of joining** the organization by the branch manager.
- Branch manager to send monthly recommendations regarding employee's attendance and release of salary.

Documents required before appointment:

- Signed resume
- Duly completed and signed **Employee Information Form**
- **Self-attested** copies of PAN Card, educational proof, Address Proof and Proof of Bank Account

Policy Section -10

Title	Human Rights Policy
--------------	----------------------------

MEANING

Share India Securities Limited along with its owned subsidiaries ("Share India" or "The Company") recognizes the responsibility of business in the protection of human rights of every individual regardless of their age, ethnic origin, location, language, religion, ethnicity, or any other status, etc. Human rights are the basic rights, freedom, and standard of treatment belonging to all human beings by virtue of being human. Human rights are moral principles or norms for certain standards of human behavior and are the fundamental rights to which a person is inherently entitled regardless of their age, ethnic origin, location, language, religion, ethnicity, or any other status, etc. As a responsible business house, we encourage policies and practices that demonstrate our support for the protection of core human rights of our stakeholders that partner us in making our business successful.

SCOPE AND APPLICABILITY

This policy is applicable to all the people directly or indirectly related to the Company's businesses which include all the employees of the company working at all the levels and grades, permanent, fixed and temporary, trainees, interns, or any other person associated with the company (referred as Associates). The policy will also include consultants, vendors, contractors, agents, intermediaries and representatives of such third parties with whom the Company enters into contract (collectively referred to as "Business Partners") and various communities where it operates in. Share India shall not enter into any form of business alliance with any business partner, if they are associated with any cases of human rights abuse across any region, they operate in.

OBJECTIVE

This policy aims at recognizing and protecting the dignity of all human being. Share India Securities Limited understands the role that companies can play in protection of human rights of various stakeholders associated with it. The policies framed are guided by the fundamental principles mentioned in the United Nations Universal Declaration of Human Rights and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work ("ILO Declaration"). There

is zero-tolerance against human rights violations at Share India, and we do our best to ensure that no abuse of human rights happens within any part of our business or value chain.

DEFINITIONS

Acts of Human Rights violation can be defined as:

Sexual Harassment:

Includes any one or more of the following unwelcome acts or behaviour (whether directly or by implication) namely:

- Physical contact and advances
- A demand or request for sexual favors
- Any other unwelcome physical, verbal or non-verbal conduct of sexual nature

Discrimination

Refers to the unjust or biased treatment of people, especially on the grounds of, but not limited to, caste, creed, gender, race, ethnicity, age, colour, religion, disability, socio-economic status, or sexual orientation.

Child Labour

As per Sec 2(ii) of the Child Labor (Prohibition & Regulation) Act, 1986 (as amended). It prohibits the employment of adolescents in the age group of 14 to 18 years in hazardous occupations and processes and regulates their working conditions where they are not prohibited.

HUMAN RIGHTS POLICY STATEMENT

Non- Discrimination & Equal Opportunity

Share India Securities Limited is committed to building a work culture where all existing and potential associates have equal access to fair, open, and transparent environment to grow. Associate's capability & performance is the sole criteria for promotion, remuneration and benefits. The Company believes in being fair and equal in all our interactions with our partners, without any discrimination against any race, religion, color, disability, medical condition, gender, nationality, gender identity, sexual orientation, age, marital status, pregnancy or any other legally protected status.

Diversity, Equity and Inclusion

Share India is committed to workplace culture that is rich in diversity is equitable with respect to all individuals' life journey and encourages inclusion. We are continuously striving to create an inclusive environment, where every associate can have an opportunity to participate, contribute and develop freely and equitably. Externally, Share India strives hard to ensure that services available are inclusive and accessible for all its stakeholders and/or Business Partners. All our policies are written with the use of inclusive language, such that it raises no social stereotypes in relation to gender, race, age and avoids the use of words that create barriers for the people being referred to.

Harassment-Free Workplace

Share India treats all its associates with respect and dignity and provides a work environment that is free from all forms of harassment, intimidation, or humiliation- whether sexual, physical, verbal or psychological. This includes the behaviour and actions directed towards third parties during the course of conducting business. Prevention of Sexual Harassment Policy (POSH) is well executed to protect its employees against any kind of sexual harassment with the workplace. Well-documented Grievance Redressal Policy is documented to provide a platform to the Associates to raise complaints against any other workplace harassment or grievance.

Prohibition of Child Labor and Forced Labor

Share India is against any form of forced or prison labour, human trafficking, use of physical punishments, or threats of violence of any form including but not limited to physical, sexual, psychological, or verbal abuse as a method of discipline or control. We make sure to comply with all applicable laws and regulations pertaining to child and forced labour prohibition. We require our Business Partners to prohibit the same in their operations.

Policy Section -11	
Title	Grievance Redressal Policy

OBJECTIVE:

Share India Securities Ltd. is committed to providing a productive and conducive work environment where grievances are dealt with and handled with an utmost fair, transparent, unbiased and solution-oriented approach. The Objective of this policy is facilitating a work culture where employees can work without any grudges and perform to the best of the capabilities.

SCOPE AND APPLICABILITY

This policy is applicable to the regular employees of Share India Securities Ltd.

Grievance issues: Any issue reported by an employee which is related to work, working environment and reporting hierarchies or violation of basic fundamental human rights of the employee.

PROCESS:

STAGE 1:

- The affected employee should submit a grievance issue, (in writing) stating his/her name, designation, department, contact details, latest communication address to the Head HR immediately or max 2 weeks from the Date of Occurrence of the issue.
- The Head HR must acknowledge the written complaint, within 24 hours from the date of receipt.
- The Head HR should address the grievance within a period of Two (2) working weeks.

STAGE 2:

- The Head HR will prepare a **Process Note** and submit to the Management Team for further discussion and approval of the actionable.
- Post approval, the Head HR will initiate discussions with concerned employee.
- Once the grievance is addressed and the issue is resolved, the concerned employee will submit a Grievance closure form to the HR Head.

CONDITIONS:

** If the grievance arises out of an order issued by the management, initially the said order shall be complied with and thereafter the concerned employee submits his grievance as per the procedure laid down in this policy document **.

Grievance pertaining to or arising out of the following shall not come under the purview of the grievance procedure:

- (i) Matters related to collective disputes/bargaining such as salary, allowances, hour of work and other benefits and causes related to disciplinary procedures.
- (ii) Annual performance appraisal /confidential report.
- (iii) Where the grievance does not relate to individual employee.
- (iv) Any grievance arising out of removal or dismissal of an employee.
- (v) Any matter pertaining to the period before the date of joining at Share India Group and / or initial appointment / absorption in SISL.
- (vi) Any matter relating to terms and conditions of appointment settled prior to joining or appointment/absorption.

INTERPRETATION AND AMENDMENTS

Notwithstanding anything contained above, the management may modify, alter, delete or add any clause or sub clause to this Policy as and when considered necessary for the efficient conduct of the Company's business. The management shall be the final authority in the interpretation of this Policy and in the cases not covered by this Policy, his decision shall be final.

CONTRACTION:

- **Company** means Share India Securities Ltd.
- **Work of an employee:** The role and responsibilities of an employee
- **Working environment:** The Office environment where the concerned employee is working.
- **Reporting hierarchies:** The organization structure and the hierarchy that is followed in the organization.
- **Process Note:** A document having the action plan for redressal of the employee's grievance.
- **Grievance closure form:** This is form that concerned employee will fill and submit to the HR head; post his/her issue is settled and closed.