

IPE GLOBAL LIMITED, NEW DELHI**IPE GLOBAL'S STATEMENT OF COMMITMENT TOWARDS MAKING IT'S WORKPLACES
TUBERCULOSIS (TB) FREE****A. Background**

Globally 8.4 million people fall sick with Tuberculosis ("TB") every year. Out of these, 2.7 million people are Indians. So, 25% of the total people falling sick with TB are Indians. This is not a small number and despite the unparalleled efforts taken by the public sector, TB is still one of the leading infectious causes of adult mortality in the world and in India.

As an organization, IPE Global Limited ("IPE Global") realize the importance of a role it can play and supports this fight against TB by providing its support; starting with a promise to raise awareness, create an ethos of care and inclusion and helping in the prevention and spread of TB.

To convert its intention into action, IPE Global is proud to announce its pledge in support of all persons with TB. In keeping with its Duty of Care Policy, IPE Global has signed as a Corporate TB Pledge Member at the Gold Level and commits to working in generating awareness on TB and making all its workplaces TB free.

IPE Global foster a culture of caring towards individuals afflicted by Opportunistic Infections (OIs) such as Tuberculosis (TB). IPE Global shall make constant endeavors to sensitize, screen and treat all staff to prevent TB and stop its spread. This Statement of Commitment aligns with the key principles of Government of India's National TB Policy.

B. Applicability

This Statement of Commitment applies to IPE Global and all subsidiaries of IPE Global. IPE Global has a duty of care for all its employees, consultants and staff when conducting business at home office, local project office or overseas. This Statement of Commitment applies to all staff at all levels within the organization.

C. Salient Features

- **Recognition of OIs as a workplace issue:** IPE Global recognizes that these infections, including TB, are also a workplace issue, not only because they affect the workforce, but also because the workplace can play a vital role in containing the spread of TB.
- **Non-discrimination:** IPE Global will not discriminate against staff based on known or suspected affliction by TB and other OIs. There will be no discrimination or stigmatization of staff on the basis of real or perceived disease status. Staff afflicted with these infections will be allowed to work as long as they are medically fit to perform their designated roles, under appropriate conditions. IPE Global will look into possibilities for suitable adjustments to help staff to continue/complete the treatment.
- **Confidentiality:** IPE Global respects the right to confidentiality with regard to TB and other OI status of staff.
- **Social Dialogue:** IPE Global will support the Government in the implementation of its TB program to the best of its ability.
- **Prevention:** IPE Global will promote the prevention of OIs through the dissemination of information, education, and supporting a change in attitudes. Provisions will be made to ensure

easy access to information, education and support services for TB.

D. Statement of Commitment Review

This Statement of Commitment will be reviewed on annual basis or at an earlier date if changes are required due to review or changes in government advice and/or national policy.