

Human Rights Policy



At IndiGo, we recognize the fundamental importance of human rights and are dedicated to upholding the highest standards in our operations. This Human Rights Policy articulates our commitment to respecting and promoting human rights and aligning with internationally renowned standards.

Scope of the Policy:

This Human Rights Policy establishes the framework for IndiGo to uphold and advance human rights standards across our global operations. Aligned with international best practices and in compliance aligning the international standards criteria, this policy extends to all our employees worldwide.

Human Rights Regulations:

IndiGo is committed to adhering to all relevant global human rights laws and regulations. Our commitment includes continuous monitoring and updating to align with evolving legal requirements and best practices in human rights.

Anti-discrimination and Equal Opportunities:

We foster an inclusive and diverse workplace, where every employee is treated with dignity and respect. IndiGo prohibits discrimination based on race, ethnicity, gender, religion, age, disability, sexual orientation, or any other characteristic protected by applicable laws. Equal opportunities are not only provided but actively promoted at every level of our organization.

Forced Labor, Child Labor & Human Trafficking:

IndiGo strictly prohibits forced labor, child labor, human trafficking practices and any form of exploitation within the workplace. We uphold fair labor practices as a core value. We ensure that our employees enjoy reasonable working hours aligned with applicable laws.

Health and Safety:

The health and safety of our employees are paramount. IndiGo is committed to providing a workplace that prioritizes safety, with appropriate rules and practices for reporting and preventing accidents, injuries and unsafe conditions and for procedures and behaviors that protect our employees.

Harassment:

IndiGo follows an anti-harassment policy and prohibits harassment, including but not limited to sexual harassment, by an employee of the Company towards other employees as well as customers and suppliers.

Minimum Wages:

At all times Company ensures it pays employees equal or higher than the minimum wages prescribed by local government authorities.

Workplace Diversity

We aim to create an inclusive workplace and leverage the power of diversity for sustainable, competitive advantage, where employees from different backgrounds can have the opportunity to participate, develop and contribute freely and equitably.

Grievance Mechanism for Human Rights issues:

IndiGo's Ethics & Compliance team shall be responsible for addressing the grievances around Human Rights. The details of grievance resolution mechanisms shall be as per IndiGo's Code of Conduct.

Commitment to national & international human rights principles

We align with the national & international human rights principles such as National Guidelines on Responsible Business Conduct, Universal Declaration of Human Rights, that safeguard the dignity, equality, and rights of individuals globally.

This Human Rights Policy underlines IndiGo's steadfast commitment to upholding human rights principles. It is a testament to our dedication to fostering a workplace and business practices that respect the inherent dignity and rights of all individuals. IndiGo remains committed to meeting the requirements set by the national & international frameworks and continuously striving for excellence in our human rights practices.