

SUDARSHAN Chemical Industries Limited

Diversity & Inclusion Policy

Effective date of Policy:

- This policy is effective from 01/01/2023.

Purpose:

- At Sudarshan Chemical Industries Limited “SCIL”, we strive to create an inclusive environment which embraces differences and fosters inclusion. We believe that valuing diversity and inclusiveness is a competitive differentiator enabling us to achieve our mission of “World Class Global Player with an Innovative and Vibrant Culture”. This policy helps us define, strategize, plan, and implement the essential roadmap, guidance, and measurement towards bridging the gaps as we work on different facets that have a bearing on achieving diversity goals. This policy is forward looking and sets a vision for diversity and inclusion at Sudarshan.

Scope:

D & I policy is applicable to all Full-Time Employees, consultants and contract manpower working at Sudarshan. The policy includes:

- Employing best practices regarding D&I initiatives.
- Providing an environment of equality and respect for all employees.
- Not discriminating against any individuals on the basis of their gender, age, disability, ethnicity, sexual orientation, family status, religious beliefs and abilities.
- Operating in accordance with all relevant legislation in the jurisdictions, including the Equality Act 2010.
- Ensuring fairness and avoiding unlawful discrimination in matters including remuneration, employment terms and conditions, promotions, training, and development opportunities;
- Promptly and fairly dealing with complaints of harassment, bullying, or unlawful discrimination by employees, customers, suppliers and other stakeholders in the course of the companies’ activities.
- Reviewing the company’s employment policies and practices to promote fairness and address gender, bias and underlying barriers to achieving gender balance.
- Building leadership capability by providing equal opportunities for training and development of staff, as required, to harness their full potential;
- Providing equal opportunities for all employees in respect of career progression; and
- Doing all activities and initiatives to promote a diverse and inclusive culture in Sudarshan

Definition – Diversity and Inclusion.

Diversity is a business imperative, as much as it is about fairness and societal equity across diverse groups globally. Additionally, research shows that the most engaged employees are those working in an open, fair and diverse environment.

Workplace diversity refers to the variety of differences amongst people in an organization. An organization

is a collective representation of people coming with individual differences in thoughts, personality, unique capabilities, and talent that they bring to work. It is an understanding that everyone is unique, and a recognition of our individual differences, so that each and every one feels important, respected, included and engaged as we assimilate people with differences including but not limited to nationality, geography, ethnicity, gender, sexual orientation, age, physical abilities, family status, religious beliefs, perspective, experience or other ideologies.

Our Commitment:**A. Organization Responsibility:**

Our commitment to diversity and inclusion is reflected in the overall conduct and way of life at SCIL. Diversity and inclusion are displayed at the highest levels in the company and initiatives are applicable—but not limited—to our practices and policies on recruitment and selection; compensation and benefits; Performance management system, Training and Development, Promotions, Transfers, Reward and Recognition Programs, Employee Separation Policies. We ensure that:

- Diversity is followed everywhere in the organization with every level of the organization holding responsibility for this area.
- Communication is respectful between all employee's irrespective of their background.
- No employee is isolated or excluded because they do not fit into a set of cultural norms.
- We create an environment where employees feel that their background and lifestyle do not affect perceptions of them as a professional or affect their opportunities for development and promotion.
- The diversity of our workforce is visible at every level of the organization and across different functions.
- Employees are aware of their own unconscious and conscious bias and know how to manage this at work and workplace decision.
- We take swift measures against employee, who digress from this norms.

In respecting and valuing the diversity among our employees, all our managers and employees are expected to ensure that there is a work environment free of all forms of discrimination and harassment.

B. Managers Responsibility:

- Implementing the policy as part of their day-to-day management of employees and in applying policies and practices in a fair and equitable way.
- Recognizing unacceptable behavior and taking immediate appropriate action.
- Championing this area of focus with their teams
- Role model the behavior and actions

C. Employees Responsibility:

- Adhering to this Policy in their day-to-day work and their dealings with colleagues, clients, and other stakeholders.
- Informing to the D & I Steering Committee of any concerns regarding the inappropriate behaviors of other employees.

Our Focus Areas

While we appreciate diversity in all its forms, as an organization our focus is on

1. Appreciating gender inclusiveness
2. Appreciating inclusion of differently abled.
3. Appreciating inclusion of Multigenerational workforce.

D & I Steering Committee:

Name	Designation
Mr. Rajesh Rathi	Managing Director
Mr. Ashish Vij	Executive Director
MS. Shivalika Patil	Head People Practices
Ms. Anu Wakhlu	Consultant

Leadership review Committee:

Leadership team is formed to review various initiatives for above focus area.

Focus Area	Objectives	Leadership Team
Appreciating gender inclusiveness	• Provide equal opportunity to female employees throughout their life cycle. • Provide opportunities at leadership positions.	Mr. Vivek Garg, Dr. Klaus Baumgart Ms. Gayatri Sane
Appreciating inclusion of differently abled	• Create opportunity for differently abled candidates • Build infrastructure	Mr. Mahesh Metteloo Mr. Eiichi Shimizu Mr. Rupankar Biswas
Appreciating inclusion of Multigenerational workforce.	• To provide value proposition and growth opportunity across the organization.	Mr. Nilkanth Natu Mr. Frank Bursch Mr. Nitesh Jain

Discriminatory and Sexual Harassment:

This will be governed as per the policy on Prevention of Sexual Harassment & Discrimination at Workplace (POSH) effective from 1st July'2013. (Revision 3 dated 27th January'2018).

Measurement Matrix:

The diversity and inclusion initiatives need to be measured year on year basis. Each year the D & I – Leadership committee will establish and review the objectives for each focused area.

Approving Authority:

Head – People practices and Managing Director will be the approving authority for any changes to be implemented in the policy.