



Diversity, Equity and Inclusion Policy

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1.0 Introduction

This policy is laid down to ensure to offer fair, equal, and respectful conduct to all employees and applicants without discrimination of any kind at the workplace.

2.0 Objective

The objective of the policy is to provide diversity, equity, and inclusion to all in the employment, irrespective of their gender, race, ethnicity, origin, disability, age, nationality and origin, religion on belief, marital status, or social class.

3.0 Scope

This policy is applicable to all the employees of Pricol Limited.

4.0 Definitions

4.1 Pricol Limited is herein referred to as “the company”.

4.2 Discrimination refers to any kind of prejudice, not limited to, favoritism, or bias on the basis of race, colour, nationality, origin, gender, religion, age, marital status etc.,

4.3 Diversity, Equity and Inclusion are herein referred to as “DEI”.

5.0 DEI Strategy

It is strongly believed that our core values, vision and mission are strengthened when all the employees have a voice and are encouraged to contribute in a supportive space.

The DEI strategy of our company is a collective responsibility of all of us that promotes an environment where everyone feels included, respected, and comfortable to bring their whole self to work with good intent and practice.

6.0 Equity and Equality

When equity is the end goal, equality is the key to achieving it through a necessitated equitable practice. In the company, every employee is entitled to work in a safe environment focusing on equal access to the same opportunities which promotes dignity, equity, and respect for all.

7.0 Commitment to Diversity, Equity, and Inclusion

Our company has zero tolerance towards any form of intimidation, harassment or bullying under all circumstances. The DEI strategy aligns with our core values and is strongly believed as fundamental business ethics of the company. Breach of the policy will be regarded as misconduct and could lead to disciplinary proceedings.

This policy aims at

7.1 To mutually respect the dignity and diversity of all employees.

7.2 Provide a safe and inclusive working environment that is free from discrimination, harassment or bullying for all individuals and are characterized by inclusion, respect, and equity.

- 7.3 Focus on actions to drive diversity, equity, and belongingness.
- 7.4 Ensure diversity, equity, and inclusion in all aspects of recruitment, selection, job assignment, deputation, performance measurement, promotion processes, trainings and engagement activities.
- 7.5 Eliminate the discrimination on the grounds of a person's gender, race, ethnicity, origin, disability, age, nationality, and origin religion on belief, marital status, or social class.

8.0 Women Empowerment

The Company strives to be an employer of choice and is committed to provide equal opportunities to all employees across the company. It is committed to increase the representation of women employees in all levels of succession planning by identification of high potential women for our leadership programs and appointments.

9.0 Reporting Inappropriate Conduct

- 9.1 If an employee believes that self or another individual has been subjected to conduct prohibited by this Policy, the employee is urged and expected to report the relevant facts promptly.
- 9.2 An employee may make a report either orally or in writing or via phone to the respective Plant HR / Manager - Corporate / ETG HR Department, or through the grievance/dispute resolution process available in the employee's location.
- 9.3 An employee can report the incident anonymously or non-anonymously.
- 9.4 Allegations of discrimination, harassment or bullying will be viewed seriously and investigated.
- 9.5 All reported incidents will be investigated with an effort to keep the source of the report confidential, with the disclosure of information as appropriate to facilitate the investigation or resolution of the matter.
- 9.6 Company encourages employees to report in good faith, any possible violation of this Policy.

10.0 Disciplinary Action

Employees who do not comply with this Policy and/or found to have engaged in discrimination, harassment or bullying, will be subject to appropriate disciplinary action, up to and including termination of employment.
