



DIVERSITY, EQUITY AND INCLUSION POLICY

At Tulsyan NEC Limited (hereinafter referred as "TNECL" or "Company"), we believe that people are our most important asset.

As described in our Code of Conduct and ingrained deeply in our culture through our values, we strive to provide a safe and healthy work environment to our employees; where all employees have the opportunity to reach their full potential and contribute to the Company's business success.

TNECL thus recognizes the importance of diversity, equity, and inclusion. We operate in a diverse society, and we understand that our customers as well as talent pool have diverse characteristics and different experiences, needs, and aspirations.

The purpose of the diversity, equity, and inclusion policy (the 'policy') is to set out Company's commitment to providing workplace free from discrimination for employees. The policy also sets out Company's expectations, where each employee has a responsibility to adhere to and uphold the policy.

Policy Statement

TNECL is committed to embedding equity and inclusion in all practices. It aims to establish an inclusive culture, that celebrates diversity, is free from discrimination and is based on our values framework.

This policy seeks to ensure that all who are subject to Company's policies, practices and processes are treated fairly and are not treated less favorably on the grounds of age, race, religion, creed, color, national origin or ancestry, physical or mental disability, marital status, gender, gender identity/ expression, sexual orientation, or any other basis protected under any law or ordinance or regulation.

Policy Application

TNECL is committed to providing equal and inclusive workplace free from any unfair treatment or unlawful discrimination. This applies to all employee policies and processes including and not limited to

- Recruitment, selection, career progression
- Terms and conditions of employment
- Working environment
- Training and development
- Redundancy and re-deployment

We strive to provide diverse and inclusive workforce where each individual feels valued and empowered. Individuals with different backgrounds, skills, attitudes and experiences bring fresh ideas and perspectives. As a diverse organization, TNECL seeks to encourage and harness these differences and make our products and services innovative, relevant and accessible.

Responsibilities

- Leading and supporting TNECL in creating an inclusive and diverse environment
- Ensuring effective policies and processes are in place to support Company fulfilling its equity and diversity vision
- Providing advice, guidance, and support for the implementation of this policy
- Advising colleagues to address equity related issues at workplace

Managers are responsible for:

- Ensuring that the policies and processes relating to employee recruitment, selection, career development, discipline, and grievance are carried out in accordance with the statutory duties to promote equity and eliminate discrimination;
- Ensuring employees are encouraged and enabled to reach their full potential;

Employees are responsible for:

- Upholding and implementing the aims of this policy
- Contributing to a safe and inclusive environment that celebrates diversity

Refraining from engaging in any kind of conversation, discussion or activity that indicates explicit or implicit bias towards any section of employees.

Violation of the Policy:

Violation of this policy will attract consequences as per the Malpractice Matrix.

Employees who believe they have been subjected to any kind of discrimination that conflicts with the TNECL'S diversity, equity and inclusion policy and initiatives should seek assistance from a L1 manager or an HR representative.

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This policy was approved by the Board of Directors on 21 June, 2023.