

# INDO COUNT INDUSTRIES LIMITED

## EQUAL OPPORTUNITY POLICY

Version No.: 1.0

Version Date: 25-12-2023

Approved by: Board of Directors

## A. OBJECTIVE

Indo Count Industries Ltd. ('ICIL' or 'the Company') is committed to promoting diversity and inclusion within the organization and in larger communities within our sphere of influence. The Company is an equal opportunity employer and does not discriminate on grounds of age, gender, sexual orientation, physical or mental disabilities, family status, religious beliefs, region, ethnicity, political beliefs, perspective, or other attributes as protected by law. The objective of the Equal Opportunity Policy ('Policy') is to provide guidelines that ensure adherence to our commitment.

## B. POLICY STATEMENT AND GUIDELINES

The Company commits to:

1. Provide equal and inclusive workplaces free from any unfair treatment or unlawful discrimination.
2. Ensure accessibility for persons with disabilities in its establishments.
3. Ensure no discrimination against any person in employment matters, including recruitment, and promotion.
4. Ensure respectful communication regardless of roles, designations or gender.
5. Adopt internal processes and procedures to support diversity and inclusion.
6. Provide workplaces that are free from harassment.
7. Proactively identify, analyse and address diversity challenges.
8. Provide a range of flexible working initiatives, parental leave and childcare options.
9. Provide and maintain safe, inclusive, healthy and supportive workplaces for all its employees.
10. Prohibit discrimination in the matter of employment, occupation, compensation, training, opportunities and employee benefits on the basis of caste, creed, religion, language, ethnicity, disability, age, gender, sexual orientation, race, colour, marital status or union organization or any other status protected by appropriate law.
11. Arrange diversity awareness and sensitization programs on a regular basis for our workforce to reinforce our policies around equity and diversity.
12. Ensure that the methods used to attract and select the best talent/candidates are free from bias.
13. Ensure that diverse employees are actively engaged in the work environment free of conscious or unconscious biases.

All ICIL employees are responsible for:

- a. Upholding and implementing the goals of this policy
- b. Contributing to a safe and inclusive environment that celebrates diversity.
- c. Refraining from engaging in any kind of conversation, discussion or activity that indicates explicit or implicit bias towards any employee/section of employees.

At ICIL, we uphold a 'zero tolerance' stance against any infringement of our policy. Any transgressions will incur suitable disciplinary action. In the most severe of cases, violation could lead to employment termination.

### **C. REVIEW AND IMPLEMENTATION**

The Corporate HR Head and Plant Heads of the Company shall be responsible for the effective implementation of this policy.

This Policy will be periodically overseen and reviewed by the NRC and amended whenever required.