



Himadri Speciality Chemical Ltd

CIN: L27106WB1987PLC042756

Policy on Diversity, Equity, and Inclusion

Version	Revision Date	Approved By	Date Approved
Adopted on	10 February 2023	Board	10 February 2023

1. Purpose:

Himadri Speciality Chemical Limited (HSCL) is committed to the cause of promoting diversity and inclusion within the organization. Our objective is to achieve gender parity across all levels starting from our Board. A diversity policy shall help 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 for businesses across the organization.

2. Our definition for Diversity, Equity, and Inclusion (D, E&I):

HSCL 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, experience, or other attributes as protected by law. It is an understanding that everyone is unique, and we recognize our individual differences, so that each one feels important, respected, included, safe and engaged as we assimilate people with differences.

3. Scope & Applicability:

We realize that for achieving and sustaining an environment on founding D, E&I principles there is a need for balanced and concerted effort across the organization. Diversity and inclusion at HSCL is sponsored by the highest level of leadership i.e., by Management committee and Board and covers all employees. This policy is an umbrella policy and addresses Equal Employment Opportunity to Person with Disabilities. HSCL adheres to the following labour laws:

- Contract Labor Act 1970
- The Equal Remunerations Act 1976
- The Minimum Wages Act 1948
- The Employee Compensation Act 1923
- The Maternity Benefit Act 1961
- The Payment of Bonus Act 1965
- Prevention of Sexual Harassment Act 2013
- Rights of Persons with Disabilities Act 2016.

4. Commitment towards Diversity, Equity, and Inclusion:

At HSCL, we are committed to providing safe, inclusive and supportive workplace for all. It is our endeavour to enable our employees to bring their whole self to work. We recruit, develop, reward and promote people's strength and are zero tolerant on any form of discrimination, bullying, harassment or victimisation. Our systems, processes and practices support fair treatment. We continue to work towards Diversity and Inclusion through the significant involvement of top management and leaders using best in class framework. This is based on extensive use of surveys, analytics and inferences and is an all-encompassing approach to strengthening the strategy elements.

HSCL is aligned to the United Nations Sustainable Development Goals that pertain to D,E&I such as:

- **SDG 5: Gender Equality**
This sustainable development goal focuses on achieving gender equality and empowering women. We believe that gender equality is not only a human right but also a necessary foundation for creating a sustainable organization
- **SDG 8: Decent Work and Economic Growth**
This sustainable development goal focuses on inclusive and sustainable economic growth, employment and decent work for all. We are committed to the growth of vulnerable & marginalized groups, thereby doing our part in providing them with decent work and economic growth opportunities
- **SDG 10: Reduce Inequalities**
We prohibit any form of discrimination based on race, colour, religion, gender, nationality, age etc. and ensure equal opportunities to all, thereby reducing inequalities.

5. Approach to Diversity, Equity, and Inclusion:

The Diversity and Inclusion initiatives focus on a holistic approach involving the following four areas based on the Global Diversity and Inclusion Benchmarks Model

A) Foundation

- Diversity and Inclusion vision, strategy and business case
- Leadership and accountability

- Leadership and employees 'competence on diversity intelligence
- Infrastructure and execution principles

B) Internal processes and policies around

- Recruitment, development, advancement, and retention
- Policies on workplace conduct and benefits
- Job design and classification
- D, E&I education and training

C) External partnerships

- Community, government relations and social responsibility
- Industry bodies partnership

D) Bridging

- Assessment, communication, and sustainability

6. Building capabilities at HSCL:

- We ensure that diverse employees are actively engaged in work environment free from conscious or unconscious biases.
- We reinforce and build leadership capability through use of best practice tools supplemented by additional interventions on leadership coaching on building the D, E&I competence.
- We continuously work towards nurturing, mentoring, and coaching diverse work groups through structured process to develop them reaching their full potential as future leaders.
- Every leader is assessed through performance management system and given feedback on their capabilities including that of D, E&I capability.
- Senior leaders have strong diversity building targets through our recruitment and growth programs, and they are expected to role model inclusive behaviours through everyday actions.

7. Equal Opportunity Hiring at HSCL:

HSCL have a Recruitment Policy in place highlighting the Equal Opportunity along with other required parameters to be a transparent employer.

8. Governance:

HSCL shall implement this policy as per the prevailing standards. This policy is overseen by HSCL's Board of Directors. Business leaders will be responsible for diversity related performance and line managers shall be responsible for the full implementation of the related diversity standards.

9. Grievance redressal mechanism:

HSCL has a Grievance Redressal Policy/ Mechanism to have a corrective action approach for any conflict or complaint related to human rights.

10. Measurement and Impact:

We set stretch targets to achieve an inclusive and diverse workplace and comply with regulatory requirements in reporting our performance and progress. Our Inclusion and Diversity measurements includes:

- Percentage of total women employees
- Percentage of Specially Abled people
- Age Groups & Level

11. Review:

This policy will be reviewed periodically and updated as necessary.

Sd/-

Anurag Choudhary

Chairman Cum Managing Director & CEO

Dated: 10 February 2023