



Himadri Speciality Chemical Ltd

Diversity, Equity, and Inclusiveness Policy

Policy Version :1.0/2023

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| | Prepared & Reviewed By | Approved By |
|--------------------|------------------------|----------------------|
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| Signature | | |
| Date | 30.10.2023 | 31.10.2023 |



Purpose

At Himadri, we are committed to fostering a diverse, equitable, and inclusive workplace where every individual is respected, valued, and provided with equal opportunities. This policy outlines our commitment to embracing differences and ensuring that all employees are treated fairly, regardless of race, gender, ethnicity, age, sexual orientation, disability, religion, or any other characteristic protected by law.

Scope

This policy applies to all employees, contractors, and stakeholders of Himadri across all business units, locations, and levels of the organization. It covers recruitment, employment, promotion, training, and all other aspects of the employee lifecycle.

Organization and Responsibilities

- **Board of Directors:** The Board is responsible for ensuring that DEI initiatives align with the company's overall business strategy and sustainability goals, including setting diversity targets for the Board, management, and workforce.
- **Sustainability (ESG) Council:** Responsible for overseeing the implementation of DEI programs and monitoring progress toward DEI goals, including the achievement of diversity objectives by 2030.
- **HR Department:** Ensures that recruitment, training, and promotion practices are fair, transparent, and inclusive, with a focus on meeting the 25% diversity target.
- **All Employees:** Every employee is responsible for promoting inclusiveness and diversity in the workplace, actively participating in DEI initiatives, and respecting the differences of others.

Our Beliefs

- **Diversity:** A diverse workforce brings a variety of perspectives and enhances creativity, innovation, and problem-solving.
- **Equity:** We believe in providing fair treatment and equal access to opportunities for all, especially those from underrepresented groups.
- **Inclusion:** Everyone should feel valued and respected in the workplace, with the ability to contribute fully to the company's success.

Our Aims

- **Inclusiveness:** To create an inclusive culture where differences are celebrated, and everyone feels welcome, valued, and supported.
- **Equitable Opportunities:** To ensure that all employees have access to opportunities for growth, development, and career progression.



Our Commitments

- **Board Diversity:** By 2030, achieve at least 25% representation of women and underrepresented groups on the Board of Directors.
- **Management Diversity:** By 2030, achieve at least 25% representation of women and underrepresented groups in management positions.
- **Workforce Diversity:** By 2030, ensure at least 25% of the overall workforce consists of women and underrepresented groups.
- **Inclusive Workplace:** Ensure 100% of Himadri employees receive DEI training by the end of 2025.
- **Equitable Pay:** Conduct annual pay equity audits to ensure that no unjustified pay disparities exist across gender, race, or other characteristics.
- **Career Development:** Ensure at least 30% of leadership development program participants are from underrepresented groups by 2025.

Governance

- The **Sustainability (ESG) Council** will oversee the execution of this policy, ensuring that DEI programs are effectively implemented, monitored, and reported. The Council will report to the Board on progress toward DEI goals, including diversity objectives for the Board, management, and workforce.
- **Employee Resource Groups (ERGs):** ERGs will support and promote diversity and inclusion efforts within specific communities (e.g., Women's Network, LGBTQ+ Network).

Policy Review

This policy will be reviewed every three years to assess its effectiveness and alignment with evolving diversity, equity, and inclusion goals, legal requirements, and business strategies. Progress toward the 25% diversity targets for the Board, management, and workforce will also be evaluated.