





Himadri

Himadri Speciality Chemical Ltd

CIN: L27106WB1987PLC042756

Diversity, Equity, and Inclusion

(w.e.f 10th February,2022)

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Date	08.02.2022	11.02.2022

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