

# **EMPLOYEES DIVERSITY, EQUITY AND INCLUSION POLICY**

#### Introduction:

Bharat Gears Limited is committed to fostering, cultivating and preserving a culture of diversity, equity and inclusion.

Our human capital is the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and company's achievement as well.

We embrace and encourage our employees' differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique.

## Scope of the Policy:

The policy shall be applicable and binding on all employees, Directors, officers of the Company. Not limited to its financial consultants, corporate agents, brokers, distributors, vendors, consultants, advisors, suppliers, contractors or other third parties engaged with the Company, across all locations.

### Roles and Responsibilities:

- The leadership team ensures the policy is integrated into the company's overall strategy and business decisions.
- The HR head leads the execution of the policy across all facilities and departments.

### **Policy Description:**

- Equal Opportunity Employer: Employment decisions are made based on merit, qualifications, and business needs, without regard to any personal characteristics.
- Zero Tolerance for Discrimination and Harassment: Bharat Gears Limited maintains a strict nontolerance policy for discrimination, harassment, or any form of unfair treatment. Complaints are handled promptly and confidentially.
- Inclusive Work Culture: We strive to create a safe and inclusive environment where all employees feel respected, valued, and supported to contribute fully to the organization.
- Promotion of Workforce Diversity: We encourage diversity at all organizational levels.
- Fair and Transparent Processes: Our practices, including hiring, promotion, and performance evaluations, are based on fairness, consistency, and transparency.



# Targets:

Given the nature of our business as a gear manufacturing company, we recognize the challenges in employing women on the shop floor; however, we are committed to increasing the representation of women in other business verticals such as HR, sales, marketing, and support functions, while actively conducting capacity-building initiatives, DEI training programs, and regular feedback mechanisms to assess the effectiveness of our DEI efforts and understand employee perspectives.

# Note:

The Executive Committee reserves the right to amend / alter / modify and/or rescind the above.

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Slowsou Chairman & Managing Director