

## DIVERSITY & INCLUSION POLICY

### **Objective:**

The objective of the Diversity & Inclusion (D&I) policy is to nurture and ensure an inclusive workplace throughout Page Industries where differences are welcomed and respected, where different ideas and perspectives are expressed and listened to, where each employee finds a sense of belonging and have equal opportunities to grow.

### **Scope:**

This policy is fully supported by the leadership team, and every managers and employees are responsible for supporting Diversity & Inclusion as Diversity of our workforce enhances customer insight and our ability to meet the needs of our stakeholders.

### **Policy Statement:**

#### **Overview**

We are proud of being committed to diversity and inclusion at all levels. Our teams include people from a wide range of cultures, backgrounds, and experiences. We welcome inclusion by creating an environment where all different kinds of people can thrive and succeed with fair treatment and collaboration. We firmly believe in diversity at all levels and practice non-discriminatory approach to be able to have better understanding of the diverse background of the customers and communities we are related to. We are proud of the fact that close to 85% of the workforce are women with equal access and opportunities. We believe in compensation based on role and ensure pay parity without discrimination.

#### **Goals**

- To integrate fairness and equality into all business processes including, but not limited to, recruitment, promotion, development, remuneration and termination.
- To attract and recruit a diverse pool of candidates and provide equal opportunities based on meritocracy, competence, relevant experience, and capacity to perform the work.
- To facilitate an inclusive working environment where everyone can feel accepted.
- To foster equal opportunities in all areas of the company.
- To encourage collaboration and respectful communication between employees.

**Governance**

We consider diversity and inclusion to encompass, but not be limited to:

- **Race** - A mixture of physical, behavioural and cultural attributes
- **Ethnicity** - Language and social attributes
- **Gender** – No discrimination based on social, cultural and biological differences.
- **Thinking styles** - Preferred ways of applying one's intellectual abilities and knowledge to a problem
- **Religion and belief** - Attitude towards mythological, supernatural or spirituality and religious beliefs
- **Sexual orientation** - A person's identity in relation to the gender or genders to which they are sexually attracted
- **Differential ability** - Abilities that yields strengths.
- **Nationality** - Status of belonging to a nation, whether by birth or naturalization

**Grievance Procedure**

Employees can address any questions about D&I to their respective HR BPs.

You can also write to [ethics.pil@jockeyindia.com](mailto:ethics.pil@jockeyindia.com)