

## Equal Opportunity and Anti-discriminatory Policy

### 1. **Objective**

The company adopts a transparent selection process based on merit and without any bias on the basis of race, religion, belief, sex, color, creed, age, national and ethnic origin, marital status, pregnancy, sexual orientation, political affiliation and/or physical ability. Individuals and groups within the BirlaNu work in an environment where all decisions are free of discrimination, where they have equal opportunity based on relevant abilities and merit. Personnel actions, such as compensation, benefits, transfers, layoffs, company-sponsored training programs, and social and recreational programs, shall be administered on a non-discriminatory basis.

### 2. **Scope:**

The policy covers job applicants, apprentices, contract workers, full time/part time employees, interns/trainees of any nationality, race, colour, religion, caste, gender identity/expression, sexual orientation, disability, HIV positive status, union membership, pregnancy, social origin or status, indigenous status, political orientation, age, marital status or any other personal characteristic or status. This policy includes person with disabilities, including employees who acquire disability during their work tenure and members of the LGBT+ community.

### 3. **Applicability**

The following activities shall be conducted in a uniform manner

- I. Recruitment procedure and selection criteria, for appointment or engagement of a person as an employee;
- II. Promotion and transfer of an employee;
- III. Training and development for an employee; and
- IV. Terms of employment or any other employee related activity.

### 4. **Person with Disabilities (PWD):**

As an equal opportunity employer, we are open to employing people with all types of disabilities. Company shall employ persons with disabilities for roles that do not hinder their ability to perform the task and may not impact their physical safety and health.

Company shall take appropriate measures including investment to ensure accessibility of PWD's in manufacturing plants & offices, wherever required.

### 5. **Policy Statement**

BirlaNu is committed to eliminating all forms of discrimination (including direct and indirect discrimination, denial of accommodation or facilities needed), bullying, harassment of people with disabilities, women, people of the LGBT+ community or any other person.

We proactively encourage candidates from the diverse workforce (including women, people with disabilities, members of the LGBT+ community, tribal community, local communities) to apply for open positions. Our decisions for employment, career progression, training or any other benefits are solely based on merit. We follow an inclusive evaluation. Any information shared by the candidates or employees with regards to their disability/medical condition/gender/ sexual orientation/ community/ religion/caste /HIV status is kept strictly confidential and not disclosed, without prior consent of the person.

**6. Parameters of discrimination** – Following parameters are strictly prohibited in the entire life cycle of an employee:

Age	Colour
Cultural or social beliefs such as religion	Race, ethnicity or nationality
Spiritual, traditional or customary beliefs	Political opinion
Physical features	Gender identity and expression
Marital status	Pregnancy or judging the impacts of potential pregnancy on decisions
Breastfeeding	Sexual orientation
Health or physical disability or impairment	Medical record
HIV status	Family responsibilities

**7. Roles and Responsibilities**

- I. Employee Responsibilities – BirlaNu employees have the responsibility to comply with this policy and all applicable laws and regulations in this regards. Compliance is required whenever an employee is acting in their capacity as a representative of the Company.
- II. Managers and supervisors - Managers and supervisors have the responsibility to take reasonable steps to resolve complaints that are brought to their attention and to maintain confidentiality as far as practicable.
- III. Human Resources representatives have the responsibility to provide advice and address grievances relating to the employment of persons with disabilities and/or any other complaints regarding discrimination in any other form against any job applicant or employee.

**8. Key Actions**

- I. Each job vacancy advertised will include a statement on equal opportunity policy inviting the candidates from diverse background to apply.
- II. Mode of selection will be reviewed regularly to ensure they are non-discriminatory and relate to skills and aptitude for the job and selection is based on merit. Active steps will be undertaken for beating the existing biases if any of the hiring panel and employees through sensitization to facilitate the process.
- III. All employees will be given equal opportunities to apply and get selected for positions (based on minimum qualification and required experience as per promotion policy). There will be no discrimination based on nationality, race, colour, religion, caste, gender identity/expression, HIV status, pregnancy, sexual orientation, disability, union membership, social origin or status, indigenous status, political orientation, age, marital status or any other personal characteristic or status.
- IV. There will be no discrimination on remuneration based on any criteria, except merit.
- V. New employees are required to join an orientation during which they will be made familiar with equal opportunity policy. Employees will be shown where they can access the policy (online) as well as the company's grievance handling mechanism related to this policy.

## 9. Disclaimer

In case of any difference of opinion on the interpretation of this policy, the decision of the management shall be final and binding.

The management, further, reserves its right to change / modify / alter / delete any clause of this policy at any time.

### Document Version Control:

Version No.	Clauses Changed	Date
1.0	Policy Roll out	June 1, 2023
1.1	Policy review	Jan 1, 2026