



INDIAN PHOSPHATE LIMITED

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Date: 1st January 2022

Policy for "Equality, Diversity & Dignity at Work Place"

1. Introduction

At the heart of our organizational ethos is our unwavering dedication to cultivating an environment that not only promotes, but also celebrates the principles of equality and diversity. As we venture into elaborating our stance, it becomes imperative to delve deeper into the nuances that distinguish these two foundational tenets:

Equality: This principle embodies our profound belief that all individuals, regardless of their distinct attributes, should be bestowed with the same opportunities and rights. It is our pledge to ensure that neither individuals nor groups are subjected to any form of differential or unfavourable treatment based on the various protected attributes recognized and safeguarded under Indian legal statutes.

Diversity: In our ongoing journey towards creating a more inclusive workspace, we recognize and ardently value the tapestry of varied backgrounds, unique experiences, and diverse perspectives that each individual brings to the table. Embracing diversity, for us, is a continuous commitment to understanding, appreciating, and integrating the multifaceted dimensions of human existence.

By elucidating these principles, we aim to provide a clear framework and understanding of our unwavering commitment to fostering a workplace that thrives on inclusivity, respect, and mutual appreciation.

2. Purpose

At the core of this policy is our deep-seated aspiration to nurture a professional ambiance wherein every member of our team can discern the manifold benefits of



working amidst a tapestry of diverse backgrounds and experiences. Our endeavour is rooted in the pursuit of creating a harmonious milieu, a sanctuary of professional interactions, where each individual, regardless of their distinctive attributes and personal characteristics, is accorded equitable treatment. Through this, we not only advocate for fairness and justice but also champion the belief that in diversity lies strength, innovation, and unparalleled growth potential for both individuals and the organization at large.

3. Scope

This policy encompasses a comprehensive spectrum of employment-related dimensions, ranging from the nuances of recruitment processes, meticulous training modules, objective performance evaluations, equitable remuneration structures, meritocratic promotion pathways, to the sensitive realm of terminations. Moreover, its guiding principles are not confined solely to our internal operations; they reverberate with equal emphasis in our interactions with esteemed clients, trusted suppliers, and the esteemed visitors who grace our premises. In essence, every touchpoint within and outside the organization falls under the aegis of this policy, ensuring a uniformity of commitment and practice in upholding our ideals.

4. Statement of Policy

Rooted deeply in our organizational philosophy is an unwavering appreciation for the manifold treasures that diversity brings forth. Recognizing the kaleidoscope of backgrounds, experiences, and perspectives within our team, we ardently seek to harness the myriad strengths and competencies they collectively offer. It is our resolute commitment to cultivate a workspace imbued with respect, free from any semblance of bias or prejudice. We ardently champion an ethos that prioritizes mutual admiration and an expansive understanding of the unique differences that each individual represents.

By steadfastly upholding and advocating for these guiding tenets, we set our sights on a multitude of advantageous outcomes:

- An amplification in team morale, leading to diminished absenteeism and subsequently, a discernible surge in organizational profitability.
- An augmentation of our corporate persona, making it a beacon that beckons a more extensive clientele and magnetizes a spectrum of talented individuals from diverse quarters.
- A proactive approach that anticipates and effectively mitigates potential legal confrontations by ensuring adherence to, and even surpassing, the stipulations of prevailing equality legislations.

5. Legal Adherence and Regulatory Commitments

In our pursuits to champion the principles of equality and diversity, our convictions and actions, though deeply intrinsic in nature, align seamlessly with the regulatory landscape of the Republic of India. While our dedication often extends beyond mere statutory obligations, we rigorously adhere to the tapestry of legal instruments that fortify the rights to equality and protection against discrimination within the nation's framework. Specifically, our practices draw alignment from:

- The Equal Remuneration Act of 1976, which mandates equitable compensation irrespective of gender.
- The pivotal Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, safeguarding the sanctity of the workplace environment.
- The landmark Scheduled Castes and Tribes (Prevention of Atrocities) Act, 1989, a testament to India's commitment towards upholding the rights of its historically marginalized communities.
- The empowering Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995, which underlines the nation's pledge towards ensuring inclusivity and rights of persons with disabilities.
- The revered Human Rights Act, 1993, underscoring the universality, inalienability, and interdependence of human rights.
- And, not to overlook the bedrock of our democratic polity: Articles 14, 15, and 16 of the Indian Constitution. These articles, engraved in the constitutional

fabric, elucidate principles of equality before the law, categorically prohibit discriminatory practices, and lay down provisions for affirmative actions to rectify historical and societal imbalances.

It is with utmost respect and diligence that we integrate these legal provisions into our organizational ethos, ensuring that our endeavours remain anchored in righteousness and in consonance with the nation's juridical directives.

6. Responsibilities

In our relentless quest to assimilate and promote the ethos enshrined in this policy, the organization is committed to provisioning elaborate training programs, complemented by the requisite support mechanisms. Such endeavours are designed to foster an all-encompassing grasp of the policy's tenets among all stakeholders.

It is an expectation, rather a mandate, that every individual within our corporate structure, from entry-level personnel to senior executives, ardently adheres to and manifests the principles of this policy in their professional conduct. In this matrix of responsibilities, our managerial cadre plays a pivotal role, bearing the mantle of ensuring the policy's efficacious rollout and consistent execution across all verticals.

At the zenith of this responsibility stands our HR team. Entrusted with the overarching duty towards this policy, the HR team not only supervises its formulation and periodic reviews but also champions its essence, ensuring its resonance and robust advocacy permeate every stratum of our esteemed organization.

7. Implementing the Policy

As we have to deeply embed these foundational tenets into the very fabric of our organizational ethics, a multi-pronged approach is envisioned to ensure their holistic integration. With a forward-looking perspective, the following strategies will be championed:

- Prioritize the cultivation of a workplace environment wherein professionalism is the norm and respect forms the cornerstone of all interactions. Every

member, irrespective of their role or seniority, is expected to embody these values in their daily conduct.

- In our recruitment processes, establish stringent guidelines that mandate an impartial and meritocratic approach. It is our unwavering commitment that every potential talent is evaluated based on their skills, knowledge, and potential, ensuring that biases find no place in our hiring decisions.
- Actively foster an environment conducive to continuous learning and growth. By providing platforms for professional development and laying emphasis on objective, unbiased performance evaluations, we aspire to ensure that every individual's trajectory is only limited by their ambition and commitment.

In summation, through these measures, we strive to make the principles of this policy not just words on paper, but lived experiences for every member of our corporate family.

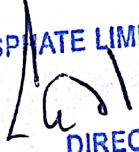
8. Complaints

In the unfortunate event of perceived deviations or infringements of this policy, we ardently urge our esteemed employees to initiate a dialogue with their immediate supervisors or managers. Such open channels of communication are pivotal in swiftly addressing and rectifying potential oversights or misinterpretations. For concerns warranting a more formal mode of redressal, written representations detailing the nature and specifics of the grievance are to be diligently forwarded to the upper echelons of our management hierarchy. It remains our steadfast commitment to ensure that every voice is heard, every concern is acknowledged, and every grievance is addressed with the urgency, sensitivity, and seriousness it deserves.

9. Periodic Evaluation and Stakeholder Collaboration

In our unwavering commitment to upholding the standards and principles encapsulated within this policy, a systematic and cyclical review process has been established. With an annual cadence, this policy will be subjected to a rigorous reevaluation to ensure its continued relevance, alignment with our broader organizational guidelines, and adaptation to any emerging trends or requirements.

A cornerstone of this review process is the invaluable input from our staff. Recognizing the collective wisdom and experiential insights they bring to the table, their feedback and recommendations will be actively sought, rigorously examined, and integrally incorporated. By fostering this collaborative ethos, we aim to ensure that the policy remains not only robust and contemporary but also resonant with the aspirations and perspectives of those it seeks to guide and protect.

For INDIAN PHOSPHATE LIMITED

DIRECTOR

