



## DIVERSITY AND INCLUSION POLICY

Grasim Industries Limited ("Grasim" or "the Company") is in the business of production of Pulp & Fibre, Textiles, Chemicals, Paints, Insulators and B2B E-Commerce, among others. Grasim is a value driven organisation with Integrity, Commitment, Passion, Seamlessness, and Speed. Our Group Purpose is to "Enrich lives, by building dynamic and responsible businesses and institutions, that inspire trust. Our Group Purpose and values form the foundation for all actions and decisions within our business.

### 1. Applicability:

This Policy shall be applicable to all businesses of Grasim and shall be adopted by all sites and offices owned, controlled, and managed by Grasim. All employees have a responsibility to comply with the Diversity and Inclusion Policy. The Company's commitment towards inclusion reflects strongly in the non-discrimination statement which is a part of Company's code of conduct.

### 2. Oversight:

All the Business Heads are responsible for implementing the policy at their respective sites.

### 3. Scope:

The Diversity and Inclusion Policy is applicable to all job applicants during selection process for employment and employees during employment period and is not limited to salary, increments, promotions, and conducive work environment.

### 4. Our Commitment to Diversity and Inclusion:

In accordance with the statutory requirements, the law of the land and various other international standards including International Labour Organisation conventions, the Company ensures that work provides equal opportunity, and the environment is free from any discrimination against persons based on race, colour, nationality, religion, age, marital status, disabilities, gender, gender identity or expression, sexual orientation or individuals affected by HIV/AIDS and any other characteristics or status that is legally protected. Further, the Company will take all actions to ensure that a conducive environment is provided to all employees to perform their role and excel in the same. We strive to ensure that our workforce is representative of all sections of society.

### 5. Respect and Dignity:

The Company is dedicated to creating an environment that promotes mutual respect, dignity, and fair treatment for all employees, regardless of their race, colour, nationality, religion, age, marital status, disabilities, gender, gender identity or expression, sexual orientation or individuals affected by HIV/AIDS and any other characteristics or status that is legally protected by law. Grasim maintains a zero-tolerance policy regarding harassment in any form.

- **Equal Opportunities:** The Company is committed to providing equal opportunities for employment, advancement, and development to all individuals, based on their skills, qualifications, and performance, without discrimination in the jurisdiction we operate in.
  - The Company is committed to providing equal opportunities for individuals with disabilities and ensuring that our workplace is accessible, inclusive, and supportive of their unique needs. Grasim recognises the valuable contributions that disabled individuals bring to our organisation and are dedicated to fostering an environment where they can thrive and succeed. We are committed to ensuring that our physical workspaces, digital platforms, technologies, and communication channels are accessible to individuals with disabilities.
  - The Company is committed to providing equal opportunities for individuals with legally protected statuses, gender, or gender identity or expression, sexual orientation and individuals affected by HIV/AIDS.
  - Grasim ensures that the workplace is free from discrimination, stigma, and prejudice and is dedicated to fostering an environment of support, understanding, and inclusion.
- **Inclusive Culture:** The Company strives to cultivate an inclusive culture where all voices are heard, valued, and respected. Grasim encourages open communication, collaboration, and the sharing of diverse perspectives to drive innovation and achieve our common goals.
- **Diverse Talent Recruitment:** The Company is dedicated to attracting, recruiting, and retaining a diverse workforce that reflects the communities we serve. Grasim actively seeks out candidates from underrepresented groups and provides equal opportunities for career growth and advancement.
- **Training and Development:** The Company is committed to providing ongoing training, development opportunities and mentorship programs to support the professional growth and success of all employees. Our training programs focus on diversity awareness, inclusion best practices, unconscious bias mitigation, and cultural competence.
- **Supportive Workplace Policies:** The Company has implemented supportive workplace policies and procedures that promote work-life balance.
- **Inclusive and Accessible Infrastructure for all:** Grasim firmly believes in providing a more inclusive and accessible workplace which includes a continuous effort to improve both infrastructure and digital communication accessibility.

## 6. Data Privacy:

The Company is committed to safeguarding the privacy of personal data by implementing robust data protection measures. Any personal information collected or processed as part of our diversity initiatives is handled with the utmost care and in compliance with relevant privacy laws and regulations. This commitment is rooted in our respect for individuals' privacy rights and our dedication to maintaining confidentiality.

## 7. Communication:

New employees are required to join an orientation programme through which they will be made familiar with the policy. Employees will be given access to the policy and educated on the company's grievance handling mechanism.

## **8. Monitoring**

The organisation will follow a consistent procedure for inquiring and investigating the complaints or concerns raised by any/all employees. The Company shall ensure reasonable accommodation will be provided for employees with disabilities to effectively participate in the investigation process.

Heads of the Departments and team members need to monitor the work environment to ensure that it is free from discrimination, harassment, encourages inclusion and respect for others. The progress of diversity programs will be reviewed by the Board and the Risk Management and Sustainability Committee. These programs will undergo annual monitoring or auditing and will be reported as part of the annual disclosure.

## **9. Grievance Redressal**

The policy provides access to remedy by resolving grievances in a timely and culturally appropriate manner in line with the Company's Whistle Blower Policy (<https://www.grasim.com/Upload/PDF/whistle-blower-policy.pdf>), under which employees are free to report violations of applicable laws and regulations and Code of Conduct.

If an employee raises a concern, they will not be at any risk in the form of retribution or retaliation. The company will not tolerate any harassment or victimisation (informal pressures) against any employees raising concerns who have a genuine case and will take appropriate action accordingly.

For all complaints, the confidentiality of the complainant will be respected, keeping in mind the sensitivity of the subject matter.

## **10. Reporting process**

An Annual and Quarterly report will be prepared by the Business Value Standards Committee of which copies will be placed before the Audit Committee of the Company.

By embracing diversity and inclusion as fundamental values, we strengthen our organisation, enrich our culture, and drive sustainable success. Together, we can create a workplace where every individual has the opportunity to thrive and contribute their full potential.



Harikrishna Agarwal  
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