



DIVERSITY, EQUITY & INCLUSION POLICY

1. OBJECTIVE

We at Raghav Productivity Enhancers Limited (RPEL) (called the “Company”) are committed to fostering a workplace that upholds fairness, respect, and equal opportunity for all employees. This policy ensures a discrimination-free environment, promotes diversity, and supports inclusive hiring, training, and career development practices. It also aligns with our commitment to Diversity, Equity & Inclusion (DE&I), ensuring every individual has the opportunity to contribute meaningfully.

2. SCOPE

This policy applies to:

- a. All employees, including full-time, part-time, contract, and temporary workers.
- b. All applicants, vendors, business partners, and stakeholders engaged with the company.

3. POLICY PRINCIPLES

3.1 Non-Discrimination & Equal Opportunity

- a. Employment decisions, including recruitment, training, promotion, and compensation, are based on merit, qualifications, and business needs.
- b. Discrimination based on race, caste, creed, colour, gender, age, nationality, ancestry, disability, marital status, religion, sexual orientation, or any other legally protected status is strictly prohibited.
- c. We maintain a workplace free from harassment, intimidation, or any form of discrimination.

3.2 Diversity, Equity & Inclusion (DE&I)

- a. We are committed to an inclusive, equitable, and culturally competent work environment.
- b. Our leadership fosters a culture rich in diversity that promotes equal access to opportunities for all.



- c. Employees are encouraged to engage in DE&I conversations, awareness programs, and training to build understanding and appreciation of diverse backgrounds.
- d. We actively support and encourage diversity in our hiring, promotions, and leadership.

3.3 Equal Opportunities for Persons with Disabilities

- a. In compliance with the Rights of Persons with Disabilities Act, 2016, we ensure an accessible and inclusive work environment.
- b. Reasonable accommodations, assistive devices, and appropriate workplace facilities will be provided to enable persons with disabilities to perform their roles effectively.
- c. A Liaison Officer will oversee recruitment, workplace support, and grievance redressal for employees with disabilities.
- d. No individual will be denied employment, career growth, or workplace benefits solely on the grounds of disability.

3.4 Workplace Safety & Well-being

- a. We ensure a hygienic, humane, and safe work environment by implementing best health and safety standards.
- b. Employees receive regular training on workplace safety and are encouraged to report concerns.

3.5 Fair Wages & Benefits

- a. Salaries, wages, and benefits comply with applicable laws and regulations.
- b. Employees receive clear communication on compensation, and unlawful deductions are prohibited.

4. GOVERNANCE & COMPLIANCE

The Human Resources Department is responsible for implementing and monitoring this policy. It is empowered to oversee DE&I initiatives, establish procedures, and ensure compliance with this policy. Periodic audits and assessments will be conducted to ensure adherence to Equal Employment Opportunities (EEO) and DE&I commitments. Training programs will be conducted to educate employees and managers on EEO and DE&I principles.

5. GRIEVANCE REDRESSAL MECHANISM

A confidential mechanism is in place to report concerns regarding discrimination, workplace harassment, or policy violations. Complaints will be addressed fairly, promptly, and without retaliation. This part of the Policy should be read in consonance with the Grievance Redressal Policy of the Company.

6. COMMUNICATION & REVIEW

This policy will be available on the company's website and with all the employees and workers of the company. It will be reviewed periodically to ensure alignment with evolving legal and industry standards.

Approved by the Board on	30.04.2025
Effective from	01.04.2025
Version	1